MINUTES OF MEETING

OF

JOINT COMMITTEE

REPRESENTING THE

B. of L. E., B. of L. F. & E., O. R. C.,

B. of R. T., and O. R. T.

ON THE

Canadian Pacific Railway System.

AUGUST 2nd. TO DECEMBER 20th. 1911

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Minutes of meeting of General Chairmen, representing the Brotherhood of Locomotive Engineers, The Order of Railway Conductors, The Brotherhood of Railway Trainmen, The Order of Railroad Telegraphers, and The Brotherhood of Locomotive Firemen and Enginemen, on the Canadian Pacific Railway System:

Empire Hotel, Winnipeg, Man.,
August 2nd, 1911.

Meeting called to order at 10 o'clock, the following General Chairmen present: Bros. W. G. Chester, of the O.R.C.; R. H. Cobb, B.L.E.; E. H. Cooke, B. of R. T.; G. D. Robertson, O.R.T., and G. K. Wark, B. of L. F. & E. There were also present, of the B. of R T., Bros. A. McGovern, Chairman Eastern Lines; C. J. Bourne, Secretary General Board of Adjustment, and J. McLaughlin; of the O. R. T., A. H. McLeod, W. T. Watson, D. McPherson, and J. M. Mein, members of the General Committee.

Moved and seconded, that Bro. W. G. Chester be Chairman. Carried.

Moved and seconded, that Bro. Geo. K. Wark act as Secretary. Carried.

Moved and seconded, that Bro. E. H. Cooke be Vice-Chairman. Carried.

It was explained by the Chairman that he and Bro. McGovern had called the meeting for the purpose of discussing with other General Chairmen the matter of men being asked by officers of the Company to perform work in violation of signed agreements, and when refusing to do so were dismissed for insubordination, citing the case of Conductor Jackson, of Cranbrook, who had been dismissed for refusing to handle, with one brakeman, a train made up of cars sufficient to warrant him in making request for a second brakeman, as by the provision of their agreement. The case of Conductor Faught, of Chapleau, who was dismissed for declining to be made a party to a surprise test being practiced on the engineer, was also cited as a reason for dealing with the question of the manner in which these surprise tests were conducted. The Chairman also stated that he believed this to be an opportune time for the discussion of every question considered to be of mutual interest.

Voluminous correspondence in connection with these cases was read and given due consideration.

Bro. Robertson, of the O.R.T., introduced the question of the transmitting of train orders by telephone direct from the Operator or Despatcher to the Conductor, claiming the practice to be a dangerous one, giving it as his opinion that the matter should be dealt with by this Committee in an effort to have the practice discontinued except in cases of emergency, and to have orders given to Operators in order that a check may be kept. Considerable discussion followed on the subject until adjournment for lunch at 12.25.

AFTERNOON SESSION, AUGUST 2ND, 1911.

Meeting called to order at 14 o'clock, with all members present.

Discussion on the several questions before the body was resumed.

The following resolution was offered.

Whereas, Evidence having been produced to prove that officers of the Company are requesting men to perform work in violation of signed agreements, and, in consequence of a refusal to do so, have been dismissed for alleged insubordination; and,

Whereas, It is the opinion of the representative men here assembled that the continuation of this practice will result in destruction of the effectiveness of contracts now in force, or that may hereafter be secured;

Therefore, be it Resolved, That this Committee request an interview with officers of the Company for the purpose of securing a written agreement to provide that when men are asked to perform work in

violation of signed agreements, they (the men) be permitted to use their judgment as to complying with such instructions, and that when refusing to do so, they will not be subjected to discipline.

Moved by Bros. Wark and Cooke, that the resolution be adopted as read. Carried.

Moved by Bros. Cobb and Robertson, that an effort be made to secure an agreement providing that employees will not be required to participate in surprise tests. Carried.

The question of transmitting train orders by telephone was again taken up, when the following resolution was presented:

Whereas, The practice of transmitting train orders to trains by telephone direct instead of being personally delivered, as prescribed by rules, which practice this joint Committee consider to be unsafe;

Therefore, Be it resolved, That the Company be asked to have the practice discontinued, except in cases of emergency.

Moved by Bros. Cooke and Robertson, that the resolution be adopted as read. Carried.

Moved by Bro. Robertson, that the Chairman and Secretary attempt to arrange a meeting with the General Manager for the Committee at the earliest possible date. Carried.

The following letter was drafted and approved:

Empire Hotel, Winnipeg, Man.,
August 2nd, 1911.

Mr. Geo. Bury,
General Manager, C. P. Ry.,
Winnipeg, Man.

Dear Sir,—A Joint Committee, representing the B. of L. E., O.R.C., B.R.T., B. of L. F. & E., and O. R. T., respectively request an audience with you for the purpose of discussing the following questions:

First, The matter of men being requested to perform work in violation of signed agreements, and when declining to do so being subjected to discipline.

Second, The matter of employees, which we represent, being requested to participate in surprise tests on fellow-employees, and when declining to do so being subjected to dismissal or other discipline.

Third, The matter of Train Orders being transmitted to train crews in violation of rules in effect.

Trusting you can comply with the request at an early date,

We are,
Respectfully yours,

Signed on behalf of the Committee:

W. G. CHESTER, Chairman.
G. K. WARK, Secretary.

Meeting adjourned at 17.40.

THURSDAY, AUGUST 3RD, 1911.

Meeting called to order at 14 o'clock. Present were: Bros. W. G. Chester, R. H. Cobb, G. D. Robertson, E. H. Cooke, Geo. K. Wark, A. McGovern, and C. J. Bourne.

The Chairman and Secretary reported having interviewed Mr. George Bury, General Manager, and arranged for an audience with him for the Committee at 16 o'clock to-day.

Meeting adjourned at 15.30 to meet the General Manager, as arranged, and discussion of the several questions was continued with the General Manager until 17.30, at which time the General Manager proposed that the discussion be postponed until 15 o'clock to-morrow.

FRIDAY, AUGUST 4TH, 1911.

Meeting called to order at 10k. Present were: Bros. W. G. Chester, G. D. Robertson, E. H. Cooke, R. H. Cobb, Geo. K. Wark, A. McGovern, C. H. Bourne, J. McLaughlin, J. M. Mein, and W. T. Watson.

Minutes of previous meeting were read and approved as read.

Considerable discussion took place on the matters referred to the General Manager.

Moved by Bros. Wark and Cobb, In connection with motion adopted on efficiency test, it is understood by the Committee that the exemption of employees in regard to participation in such tests means that they will not be required to operate trains in violation of rules in effect. Carried.

Meeting adjourned at 12.30 to meet at the office of the General Manager at 15k.

Committee again went into session at 17.20 on return from the office of the General Manager.

The following letter was read:

Winnipeg, Aug. 4th, 1911.

Mr. W. G. Chester,
Chairman Committee Representing Railroad Organizations,
Winnipeg, Man.

Dear Sir,—As per conversation with yourself and representatives of the Trainmen, Engineers, Firemen, and Telegraphers, which took place to-day, following is copy of the minutes of the meeting between General Managers' Committee and the representatives of the Trainmen and Yardmen of Western Lines, held at Winnipeg in February last:

"The Committee representing the men submitted the following Article:—

"Conductors will not be required to take train orders over the telephone, except in case of injury to persons on or by their trains, and in case of wrecks, washouts, or snow blockades on the sub-division over which the train requiring the orders is being moved.

"The claim was made that on some portions of the line conductors are required to take orders on the telephone merely in order to save the employment of telegraph operators, and that cases have occurred of conductors leaving a terminal being told to call up from the first siding, where there was a telephone. We consider that conductors should be required to copy train orders by telephone only in cases of emergency. On hearing our expression of these views, the clause was withdrawn.

"It is important that the Committee's views as expressed above be accepted, and that the men be given no cause for complaint on account of the abuse of the telephone."

Yours truly,
(Signed) GEO. BURY.

Moved by Bros. Cook and Robertson, that the letter be accepted for the present as a settlement of the question of the use of the telephone. Carried.

By way of explanation: The above is a quotation from records of the presentation made by the Joint Committee of O. R. C. and B. R. T. men when negotiating a contract with the officers of the Company, and which was withdrawn by mutual consent when the officers of the Company agreed with the contention of the men and gave a verbal assurance that the use of the telepone would not be abused.

Moved by Bros. Robertson and Cobb, That the Chairman and Secretary prepare letters on the question of efficiency test, and employees being requested to perform work in violation of signed contracts, for submission to the Manager, subject to the approval of the whole Committee. Carried.

Meeting adjourned at 18.20.

Winnipeg, Saturday, August 5th, 1911.

Meeting called to order at 9k. Present were: Bros. W. G. Chester, R. H. Cobb, E. H. Cooke, G. D. Robertson, Geo. K. Wark, A. McGovern, J. McLaughlin, C. J. Bourne, and J. M. Mein.

The minutes of Friday, August 4th, were read and approved as read. The following letter, drafted by the sub-committee, was read and its contents discussed at some length:—

Empire Hotel, Winnipeg, August 4th, 1911.

Mr. Geo. Bury,
General Manager, Canadian Pacific Railway,
Winnipeg, Man.

Dear, Sir,—Regarding the matter of efficiency tests discussed with you to-day,

Exception has been taken, by many of the men we represent, to the manner in which these tests are being conducted, viz., by requesting one employee to practice a surprise on another, many times by the violation of rules in effect, and for the violation of which men would, under other conditions, be subject to discipline. Such action on the part of officers of the Company appears to us to be inconsistent, and for that reason alone, believe the action to be detrimental rather than beneficial.

However, regardless of what our opinion may be as to the benefits of the efficiency test, we respectfully request a written assurance from you to the effect that employees will not be required to participate in these tests.

Respectfully yours,
Signed on behalf of the Committee Representing the B. L. E., B. R. T., O. R. C., B. of L. F. & E., and O. R. T.

W. G. CHESTER, Chairman.
GEO. K. WARK, Secretary.

Moved by Bros. Cooke and Robertson, that the letter be adopted as read. Carried.

The following letter was submitted by the Sub-Committee:

Empire Hotel, Winnipeg, Man., August 4th, 1911.

Geo. J. Bury, Esq.,
General Manager, Canadian Pacific Railway,
City.

Dear Sir,—Referring to the conversation had with you to-day by the Joint Committee representing the B. of L. E., O. R. C., B. R. T., B. of L. F. & E., and O. R. T., concerning the question of the violation of signed agreements, and the disciplining of men declining to be parties thereto.

It has always been our understanding that our schedules protected employees in declining to participate in a direct violation of them at the request of an officer of the Company. At the same time, it has been an established policy of these organizations on the Canadian Pacific Railway System in the past to advise the men to carry out instructions issued by an authorized officer, and, if necessary, to take the matter up afterward for adjustment, but this policy was never intended to apply to articles of the various schedules regarding the intent of which there could be no possible room for doubt; for instance, such articles as Nos. 9, 12, 16, 18, 22, 23, etc., of Conductors' and Trainmen's Schedule for Western Lines.

However, recent developments have convinced us that in so far as the men are concerned, the policy has been an unwise one, as we have evidence to show that undue advantage has been taken by officers of the Company, who have even gone so far as to advise representatives of the men, that any employee declining to obey any and every instruction given, regardless of whether in violation of agreement or otherwise, would be instantly dismissed, and inasmuch as this has been carried into execution, we are compelled, in defence of existing agreements, and the men affected, to seek redress.

We therefore respectfully request a written assurance from you that a remedy will be applied which will render it unnecessary for us to alter our established policy as quoted above.

Kindly advise bearer of this letter when the Committee may expect to receive your reply.

Yours respectfully,

Signed on behalf of the Committee:

W. G. CHESTER, Chairman.
GEO. K. WARK, Secretary.

Moved by Bros. Cobb and Cooke, that the letter be adopted and forwarded to the General Manager. Carried.

Bros. Chester and Cooke retired to deliver the letter, as by the above action.

Meeting adjourned at 12.20.

AFTERNOON SESSION, SATURDAY, AUGUST 5TH, 1911.

Meeting called to order at 14k. All members present.

The following letter was received from the General Manager:

Winnipeg, August 5th, 1911.

W. G. Chester, Empire Hotel, Winnipeg, Man.

Dear Sir,—I have this morning received letter dated August 4th, signed by you in behalf of the Committee consisting of Messrs. Cobb, Wark, Robertson, Cooke, and yourself. In that letter you state that exception is taken by many employees in, or connected with, train service to participation in efficiency testing, or to the making of tests which, in their opinion, involved a violation of or a departure from the Company's rules.

Efficiency tests have from time to time been conducted on different portions of the Canadian Pacific System during the past twenty years, and have been systematically and generally made over Western lines during the past three years. In deciding on the adoption of the system of testing on an extensive scale, we were influenced not only by our own experience, but also by that of several of the best managed railway systems of the United States, including the Pennsylvania and the Union-Southern Pacific. The director of operations of the Harriman System has given public expression to the great satisfaction he feels with the results obtained on their line.

As I shall take occasion to explain at more length later in this letter, the objects of the tests is not to entrap the men, with a view to disciplining or humiliating them, as some of them seem to imagine, but to guard against any carelessness, inertia or numbness in the handling of trains.

For very obvious reasons, it is not the policy to invite the assistance of other employees in making the tests, when they can possibly be conducted independent of that assistance.

At the same time, I put it to you as a Committee of practical men, if it is not a fact that tests as to the observance of certain very important rules cannot possibly be made without at least the passive participation of other employees.

For example, a few weeks ago we had a most unfortunate accident on the line, when an engineer was killed and a brakeman maimed for life, caused by a train running by a station at which they were to meet an opposing train. At the investigation the conductor stated that he had given the engineer no signal to proceed either at the station at which they were to meet the other train, or the one immediately preceding it, the rule being that on a freight train the engineer is not to run by a station in the absence of a proceed signal from the rear end.

We have for some time been checking up the observance of this rule, the importance of which I need not dilate on. The natural way in which to ascertain if it is being observed is for an officer to direct the conductor to omit the signal when passing a station or siding, in which case it would be the duty of the engineer to stop. No danger is

involved in the course, and I venture to say that there is no other method of conducting the test which would be as effective and as inoccuous.

Take another example, the rules require that when a train is carrying signals for a following section, it will, by a certain number of whistle blasts, call attention of trains met or passed to those signals. A certain reply is to be returned, and in the absence of that reply it is the duty of the first-mentioned train to stop and make enquiry. It sometimes has happened that a train, say, in a ballast pit spur, has failed to hear the blast or to observe the signals, and has run in the face of following signals, the first section took no notice of the failure to respond, and proceeded, instead of following the rule. Now, the only reasonable way I can think of for testing the observance of that rule, is for an officer with a train in a siding or spur to instruct the engineer not to respond to the whistle blasts, and see if the train bearing signals will proceed without enquiry.

Just one more case: The rules provide that when a train stops under certain conditions, a flagman is to be sent out, and when it is ready to proceed he is to be recalled by a specified number of whistle blasts, varying in number according to the direction in which he had proceeded. There is only one way in which to satisfactorily test the attention paid by the flagman to these whistles. That is, to have an officer when the train is ready to proceed to instruct the engineer to give the whistle blasts for the return of flagman in the direction contrary to the one in which the man actually is, and to see if he would wrongly accept it as authority to return.

I have given you three instances of most important rules in connection with which a test, in my opinion, could not be properly and promptly made without the intervention of other employees. Considering the stake at issue in connection with the observance of these particular rules, it is hard to understand how any employee could look with anything but sympathy on a proceeding designed to contribute to that observance.

I need scarcely say to you, I think, that there is no ulterior purpose behind the system. The fact that men who fail to meet the test have, except in aggravated cases, been merely warned, should be an indication of this. Our great purpose is to place the strongest possible protection about the lives of passengers and employees. We all know that familiarity and habit will play pranks with the memory and intellect of the best of men. The handling of train orders becomes, after a time, almost a mechanical process. Then the danger starts. Surely none will say that a system which tends to keep the man alert, vigilant and on the guard is not a blessing to any one!

It is not the intention that any test shall be made which involves violations of the rules; it is not proposed to make any which in the remotest degree involves danger to the employees; it is not our wish to invite the men to assist in the testing where it can be done without that; but I am so thoroughly convinced of the value of these tests that I could not consider any proposal to discontinue them, or to so hedge them about with restrictions that they would be useless.

Yours truly,

(Signed) GEORGE BURY.

Moved by Bros. Wark and Cobb, that the letter be considered clause by clause. Carried.

The contents of the letter were given careful consideration

Moved by Bros. Wark and Robertson, that the General Manager be advised that his reply to our request, in regard to the efficiency test, being so indefinite, is not satisfactory, and that we respectfully advise him that the matter will be referred to Sir William Whyte, Vice-President, in appeal. Carried.

The following letter was also received and read before the Committee:—

Winnipeg, Man., August 5th, 1911.

W. G. Chester, Esq., Empire Hotel, City.

Dear Sir,—I have this morning received letter dated August 4th, signed by you in behalf of a Committee consisting of Messrs. Cobb, Wark, Robertson, Cooke, and yourself. In that letter, if I understand it, you ask me to give you an assurance that should an employee, whose representatives were a party to a schedule with the Company's officers, and who is instructed to do something, which in his opinion is at variance with the terms of that schedule, refuse to carry out the orders, he shall not be considered guilty of insubordination. There is absolutely no room for argument as to the responsibility of both parties to a schedule, to see that its provisions are observed to the letter by all the men, and by all the officers. It has never been our policy to evade our obligations in that respect, and I think I can turn with confidence to the records of the past twenty years to substantiate my statement. I read to you at our meeting yesterday the private and confidential instructions which were issued to the Company's officers in connection with one of the schedules recently signed, and those instructions are in accord with the stand taken on all the other schedules. We have deputed to no man the right to vary without just and sufficient reason from one of these agreements, after it has been signed on behalf of the Company. Not only have we discountenanced any attempt to depart from these agreements, but we have even deprecated the practice of asking employees to vary from any of the clauses of a schedule in order to help the officers out of a temporary difficulty, on the ground that such practice might tend to excite suspicion of favoritism or discrimination.

All the organizations represented by your Committee have the unquestioned right to bring to our notice any departure from these schedules, however slight, and to take every legitimate means to provide against further cases of the same kind.

When we come to your proposal as to how the men should be protected from it, I find myself very much at variance with you.

The Company employ some 80,000 employees, the majority are governed in large measure by the terms of schedules, some of which are long and complicated. To say that each one of the vast number of employees should have the right, when an order is given, to consider its relation to each one of the clauses of the schedule by which he is governed, and to refuse to carry it out, if it does not, in his opinion, meet the test, is a proposal which, on reflection, I do not think you would expect us to seriously entertain.

Take the Acts passed by the Parliament of Great Britain. The principle is first decided on by the members of the Cabinet, or of the House of Commons, but to prevent the possibility of any misunderstanding, or evasion, the work of actually putting the principles into words, is assigned to the most cunning and skilful legal draftsmen who can be secured. After it is prepared by these men, and the principle of the bill has been approved by the Houses of Parliament, each clause is examined in detail by the Houses, consisting largely of eminent lawyers.

We find, however, that, after all these precautions against error or misunderstandings have been taken, in a great many of these bills becoming law, sincere and intelligent men place widely different constructions on the provisions of the law, and it sometimes has to go before the courts many times until a final interpretation is arrived at. The schedules by which the relations between the men and the Company are governed are framed, not by lawyers or trained logicians, but by plain business men, who bring to the task practical experience and knowledge, and in most cases, I believe, considerable natural ability. It is not contended that these schedules are framed to meet every condition which may arise in the operation of a railway.

There must be a considerable margin left for emergencies. Does it not seem like taking a very extreme attitude, therefore, to contend that a man on the road who probably was not present when the schedule was drawn up should be able to give an infallible interpretation of what a certain clause is supposed to cover? The Trainmen's Schedule for the Manitoba Division consists of 83 clauses, 33 of which apply to rates of pay only. It sometimes happens that a timekeeper, through inexperience or misunderstanding, underpays an employee. It has never been argued that the employee in question should stop work until the matter is adjusted. The practice is for him to continue work, to submit a claim, and if the claim is not settled as he thinks fair, he takes it up through his organization, until he gets it adjusted one way or other. Why, then, should he follow any different practice in connection with what he considers a violation of any of the other clauses? The effect of what you ask is that he shall be given the right in the latter case, to tie up passenger and freight traffic, if necessary, until the officers accept his interpretation. Making due allowance for the fact that the majority of our men would never take an unreasonable view, I am of the opinion that to put such a lever in the hands of the other element, which must always be present in such an immense body of men, would ultimately result in wiping out all discipline on the road.

I know that none of your Committee will underestimate the benefits of discipline. In the maintenance of it, the men are much more intimately concerned than the Company's officers.

The presence or absence of discipline means only to an officer the growth or loss of reputation; to the men it means the difference between life and death. The travelling public have the right to demand from the Company's Officers, and from the men, that they shall be transported with safety, and I consider it impossible to assure them of that safety if it is not understood that orders issued by the proper authority be promptly obeyed to the letter. If orders issued to the men on the road are to be held in suspense until the question is debated over the counter, or over the telegraph wire, it is impossible to guarantee either safe or efficient operation, and no officer could be expected to take on himself the responsibility of ensuring the safety of the public if such a state of aaffirs was tolerated.

I am as anxious as you are to protect the men against isolated instances of what might be considered unfair treatment, but I could not possibly feel justified in taking the serious step you propose, which I fully believe would entail consequences of the most serious and alarming character.

Yours truly,
(Signed) GEORGE BURY.

Moved by Bros. Cobb and Cooke, that the General Manager be advised that his letter regarding violations of agreements is unsatisfactory, and that he be advised the matter will be referred to Sir William Whyte, Vice-President, in appeal. Carried.

By request of the Committee, a letter was drafted and submitted for approval, as follows:—

Winnipeg, Man., August 5th, 1911.

Mr. George Bury,
General Manager, C.P.R., City.

Dear Sir,—I am instructed by the Committee representing the B. of L. E., O. R. C., B. of R. T., B. of L. F. & E., and O. R. T., to advise you that your decisions, as by your letters of even date, regarding the matters of efficiency tests and the violations of signed

agreements, are most unsatisfactory, and respectfully beg to advise you that these matters will now be referred to Sir William Whyte, Vice-President, in appeal.

Respectfully yours,
(Signed) W. G. CHESTER,
Chairman Committee.

Moved by Bros. Robertson and Cobb, that the letters submitted be approved by the Committee and forwarded to the General Manager. Carried.

Meeting adjourned at 17.45.

WINNIPEG, AUGUST 7TH, 1911.

Meeting called to order at 9.15. Present were: Bros. W. G. Chester, E. H. Cooke, Geo. K. Wark, G. D. Robertson, A. McGovern, and J. McLaughlin, Bro. Cobb being excused to attend a meeting of B. of L. E. Committee.

Minutes of meeting of Saturday were read and approved as read.

The following letter was submitted for the consideration of the Committee:—

Winnipeg, August 7th, 1911.

Sir William Whyte,
Vice-President, Canadian Pacific Railway Co.,
Winnipeg, Manitoba.

Dear Sir,—Some difficulty has been experienced in securing a proper application of the articles contained in schedules governing the service of men engaged in the operation of trains; also, exception has been taken by many men to being compelled to participate in efficiency tests on other employees.

These matters were taken up with Mr. Geo. Bury, General Manager, as by the enclosed copies of letters to him, in an effort to secure an assurance that men would not be required to perform service in violation of articles of agreement on which there is no possibility of misconstruction being placed by either party, or in regard to which the interpretation has been fully established, nor to participate in surprise tests. We have been unable to secure satisfactory results; therefore respectfully refer the several matters to you in appeal, requesting an audience at the earliest convenient date, for the purpose of laying our complaint before you for adjustment.

Respectfully yours,
(Signed) R. H. COBB,
General Chairman B. of L. E.
GEO. K WARK,
General Chairman B. of L. F. & E.
W. G. CHESTER,
General Chairman O. R. C.
G. D. ROBERTSON,
General Chairman O. R. T.
E. H. COOKE,
Chairman General Board of Adjustment, B. of R. T.

Moved by Bros. Cooke and Robertson, that the letter submitted be approved by the Committee and forwarded to Sir William Whyte; also a copy be sent to the General Manager. Carried.

Bros. Chester and Wark retired for the purpose of delivering letters, as by action of the Committee.

AFTERNOON SESSION, MONDAY, AUGUST 7TH, 1911.

Meeting called to order at 14 o'clock, all members present, excepting Bro. Cobb.

Bro. Chester reported that letters had been delivered, as by instructions of the Committee, and had been informed that Sir William would advise the Committee at the Empire Hotel when an audience would be granted. Later, advice was received that a conference was arranged for 12 o'clock to-morrow.

Meeting adjourned at 17 o'clock to meet at the office of the Vice-President to-morrow as arranged.

WINNIPEG, TUESDAY, AUGUST 8TH, 1911.

Meeting called to order at 14.15. Present were: Bros. W. G. Chester, R. H. Cobb, E. H. Cooke, G. D. Robertson, Geo. K. Wark, A. McGovern, and C. J. Bourne.

Minutes of previous meetings were read and approved as read.

The result of interview with Sir William Whyte, on the question of violation of agreements, was discussed at some length.

The following letter was drafted for consideration of the Committee:

Winnipeg, August 8th, 1911.

Sir William Whyte,
Vice-President, Canadian Pacific Railway Co.,
Winnipeg, Man.

Dear Sir,—After most careful consideration of the views expressed by you to-day, in connection with the recognition of the rights of employees under signed agreements, we have reached the following conclusion, viz.:

That if you will assure the Committee that employees will not be asked to perform service in violation of signed agreements, except in cases of emergency, such as wrecks, washouts, slides, or personal injury, and will not, except in such cases, be subject to discipline, we will be willing to accept your decision, provided that should the term "emergency" be improperly interpreted in its application, that the question may be reopened at any time for further discussion.

Yours respectfully,

(Signed) R. H. COBB, Chairman B. L. E.,
GEO. K. WARK, Chairman B. L. F. & E.,
W. G. CHESTER, Chairman O. R. C.,
E. H. COOKE, Chairman B. R. T.
G. D. ROBERTSON, Chairman O. R. T.

Moved by Bros. Wark and Cobb, that the letter be accepted by the Committee and handed to the Vice-President when the Committee meet him on the question of efficiency tests. Carried.

Meeting adjourned at 18 o'clock.

WINNIPEG, AUGUST 9TH, 1911.

Meeting called to order at 10k. Present were: Bros. W. G. Chester, E. H. Cooke, G. D. Robertson, G. K. Wark, A. McGovern, C. J. Bourne, and J. McLaughlin, Bro. Cobb being excused to attend a B. L. E. Committee meeting.

Minutes of yesterday (August 8th) were read and approved as read.

As by the understanding had with the Vice-President yesterday, Bro. Chester was called to the telephone and advised that he would see the Committee at 11.30, on the question of efficiency tests.

Committee adjourned at 11 o'clock, to meet the Vice-President, as arranged.

AFTERNOON SESSION, WEDNESDAY, AUGUST 9TH, 1911.

Meeting called to order at 13.45. Present were: Bros. W. G. Chester, Cobb, Cooke, Robertson, Wark, McGovern, Bourne, and McLaughlin.

The result of the interview with the Vice-President was discussed at some length.

Moved by Bros. Cobb and Robertson, that the Vice-President be advised, due consideration has been given the views expressed by him relative to the matter of employees being required to participate in efficient tests, and the conclusion reached being that men will not be required to participate in tests which will involve any violation of rules in effect. Carried.

The following letter was submitted in keeping with the above action:

Winnipeg, August 9th, 1911.

Sir William Whyte,
Vice-President, Canadian Pacific Railway Co.,
Winnipeg, Man.

Dear Sir,—Due consideration has been given the views expressed by you to-day relative to the matter of employees being required to participate in efficiency tests, and the conclusion reached by the Committee is, if you will give us a written assurance that men will not be required to participate in tests which involve any violation of rules in effect, such an arrangement, while it does not entirely meet our views on the subject, nor the request originally made, will be accepted as a disposition of the matter for the present.

Respectfully yours,

(Signed) R. H. COBB, Chairman B. L. E.,
GEO. K. WARK, Chairman B. L. F. & E.,
W. G. CHESTER, Chairman O. R. C.,
E. H. COOKE, Chairman B. R. T.
G. D. ROBERTSON, Chairman O. R. T.

Moved by Bros. Robertson and Cooke, that the letter be approved by the Committee and delivered to the Vice-President. Carried.

Bro. Robertson requested to be excused from the meeting to meet with his Committee, which is in session at Montreal, but owing to the unsettled condition relative to the questions under consideration, he was requested to remain, and was prevailed upon to do so.

Bro. Chester retired and delivered the letter as by the above action. Returning he reported that Mr. Whyte was out of the office for the afternoon.

Meeting adjourned at 17 o'clock.

WINNIPEG, AUGUST (THURSDAY) 10, 1911.

Meeting called to order at 9.30. Present were: Bros. Chester, Cooke, Robertson, Wark, McGovern, Bourne, and McLaughlin.

Minutes of previous meetings were read and approved as read.

The following letter was received and given careful consideration:

Winnipeg, August 9th, 1911.

Mr. W. G. Chester, Empire Hotel, Winnipeg.

Dear Sir,—I have carefully considered your letter of yesterday's date, and regret to say that I cannot see my way to accept the conditions set forth in said letter, wherein you describe what you class as emergency cases. As explained to you, I particularly wish to avoid specifying the cases, because in the event of some case arising where it was necessary to depart from the schedule, and which case was not specified as in your letter, the party asked to make a departure from the schedule would object and thereby lead to friction and possible complications. I think you should be satisfied with an assurance that no employee will be asked to violate a rule of tbhe schedule except in cases of emergency.

Yours truly,
(Signed) W. WHYTE,
Vice-President.

Moved by Bros. Robertson and Cooke, that a letter be drafted and forwarded to the Vice-President, advising him that owing to the absence of any reference in his letter relieving men from discipline when they decline to be a party to a violation of contract, and, further, because of his failure to agree to the defining of the term "emergency," we are unable to accept the decision. Carried.

The following letter was submitted:

Winnipeg, August 10th, 1911.

Sir William Whyte,
Vice-President, Canadian Pacific Railway Co.,
Winnipeg, Man.

Dear Sir,—Replying to your favor of yesterday concerning the rights of employees under signed agreements,

As it makes no mention of what your position is in connection with discipline referred to in our letter of yesterday, which is a vital point with the men, and as you fail to define in any way the application of the term "emergency," we regret our inability to accept your decision.

We will, however, advise you later as to our further action in the matter.

Respectfully yours,

(Signed) R. H. COBB, Chairman B. L. E.,
GEO. K. WARK, Chairman B. L. F. & E.,
W. G. CHESTER, Chairman O. R. C.,
E. H. COOKE, Chairman B. R. T.
G. D. ROBERTSON, Chairman O. R. T.

Moved by Bros. Wark and Cobb, that the letters as submitted be approved by the Committee and forwarded to the Vice-President, after his decision on the question of efficiency tests has been received. Carried.

Meeting adjourned at 12.35 to meet at 14 o'clock.

AFTERNOON SESSION, THURSDAY, AUGUST 10, 1911.

Meeting called to order at 14 o'clock. Present were: Bros. Chester, Cooke, Robertson, Wark, Bourne, McGovern, and McLaughlin, Bro. Cobb coming later.

Moved by Bros. Wark and Cobb, that a statement of the cases under consideration, with a full explanation of existing condition, be prepared and forwarded to the Executive heads of the several organizations here represented, requesting assistance, and that, after having conferred with each other on the questions presented, they advise the individual members of this Committee by wire as to the date on which they can respond and where they desire to meet. Carried.

Moved by Bros. Wark and Cobb, that we proceed to draft a letter of explanation and request to the Executive Officers of the several Organizations as by the above action. Carried.

A letter was drafted reading as follows:

Empire Hotel, Winnipeg, Man., August 10th, 1911.

W. S. Stone, Esq., Grand Chief Engineer, B. of L. E., Cleveland, O.
W. S. Carter, Esq., President, B. of L. F. & E., Peoria, Ill.
A. B. Garretson, Esq., President, O. R. C., Cedar Rapids, Ia.
W. G. Lee, Esq., President, B. of R. T., Cleveland, O.
H. B. Perham, Esq., President, O. R. T., St. Louis, Mo.

Dear Sirs and Bros.,—Enclosed please find copy of statement showing particulars of controversy existing on Canadian Pacific Railway System affecting the membership of the five organization who have, as indicated, taken joint action in an endeavor to satisfactorily adjust same.

Copies of correspondence included in the statement will demonstrate the attitude of the Company and also the position taken by the Committee, showing the result of the conferences to be unsatisfactory.

It is the unanimous wish of this Joint Committee that the various Executive Officers now lend their assistance in settling the controversy. We are undecided as to what your desires may be regarding mode of procedure—that is, whether you would decide to meet the Vice-President at Winnipeg or to take the matter directly to the President at Montreal, as the questions vitally affect the interests of the membership on the whole System.

The time and place of meeting we, therefore, leave with you, as you may mutually agree upon, but urgently request that the date be as early a one as is possible.

When you have set time and place of meeting, we request that each

Executive Officer advise the General Chairman of his organization by wire, at their home addresses.

Fraternally yours,

R. H. COBB, General Chairman, B. of L. E.,
GEO. K. WARK, General Chairman, B. of L. F. & E.,
W. G. CHESTER, General Chairman, O. R. C.,
E. H. COOKE, General Chairman, Board of Adjustment, B.R.T.,
G. D. ROBERTSON, General Chairman, O. R. T.

Moved by Bros. Cooke and Wark, that the letter be approved as submitted. Carried.

Bro. Robertson requested to be excused from further meetings of the Committee, stating that he was satisfied to abide by the decision of a majority of the Committee on the question of the efficiency tests, giving as a reason for the request that the General Committee of his organization was waiting for him at Montreal.

Moved by Bros. Cooke and Cobb, that the request of Bro. Robertson be granted. Carried.

Moved by Bros. Robertson and Cobb, that the Chairman and Secretary be a Committee to arrange statement and forward copy to the Executive of each organization here represented. Carried.

Moved by Bros. Robertson and Cooke, that the Secretary be authorized to secure the services of a stenographer to complete the writing of minutes and statements, the cost to be borne equally by the several organizations. Carried.

Meeting adjourned at 18.40 to meet at 9.30 to-morrow.

WINNIPEG, FRIDAY, AUGUST 11TH, 1911.

Meeting called to order at 9.30. Present were: Bros. Chester, Cooke, Wark, McLaughlin, and Cobb.

Minutes of yesterday's meetings were read and approved as read.

A letter was received reading as follows:

Winnipeg, August 10th, 1911.

Mr. W. G. Chester, Empire Hotel, Winnipeg.

Dear Sir,—I have your letter, dated 9th instant, signed by yourself and Messrs. Cobb, Wark, Cooke, and Robertson.

As I explained to you at our meeting, it is certainly not the intention to conduct any tests which involve in the slightest degree danger to employees. It is, further, not intended to invoke the participation of the men in connection with any test, which can be conducted without their assistance. The General Manager's letter, as I read it, gave you explicit and definite assurance on these points, which I endorsed.

I desire to say, further, that no tests will be made in violation of a rule, which might involve an employee in danger, or which might place on an employee the responsibility for an accident. I would not like to say that no tests would be made which would involve what might be construed as a technical violation of the rules. For instance, it might be argued in any one of the examples cited by Mr. Bury, in his letter, that a rule had been technically departed from, but it could not be contended that any danger was involved, or that any employee had been placed in an anomalous position as to the Company's rules, or as to the law. What I wish to assure you is, that we will not allow tests to be made which might result in an employee being held responsible, either morally or legally, for a departure from rules approved by the Governor-General-in-Council.

While it is difficult to reduce our respective positions to words, I think we thoroughly understand each other, and that the men will be thoroughly protected, from the consequences which you dreaded, by assurances given herein.

Yours truly,

(Signed) W. WHYTE,
Vice-President.

Moved by Bros. Cobb and Cooke, that we acknowledge receipt of the letter from Sir William Whyte, of August 10th, and advise him that we cannot accept his decision for reasons stated to him during the conference when the question was discussed, and that we will advise him later as to our further action in the matter. Carried.

The following letter was submitted for the consideration of the Committee:

Empire Hotel, Winnipeg, Man., August 11th, 1911.

Sir William Whyte,
Vice-President, Canadian Pacific Railway Co.,
Winnipeg, Manitoba.

Dear Sir,—We beg to acknowledge receipt of your favor of the 10th inst., regarding the matter of efficiency tests, and to respectfully advise you that we are unable to accept the decision contained therein, for reasons set forth during the conference with you on the subject on August 9th.

We will advise you at a later date as to what further action will be taken in the matter.

Respectfully yours,
(Signed on behalf of the Committee:) W. G. CHESTER,
Chairman.

Moved by Bros. Cooke and Cobb, that the letter be approved by the Committee and forwarded to the Vice-President. Carried.

Meeting adjourned at 12.30.

WINNIPEG, AUGUST 12TH, 1911.

Meeting called to order at 13.15. Present were: Bros. Chester, Cooke, Cobb, Bourne, and Wark.

The Committee appointed to arrange statement for submission to the Grand Lodge Officers made report.

Moved by Bros. Cobb and Cooke, that the report of the Committee be approved and forwarded to the Grand Lodge Officers. Carried.

Minutes of previous meetings were read for correction and adoption.

Moved by Bros. Cooke and Cobb, that the minutes be adopted as read. Carried.

Moved by Bros. Cooke and Cobb, that the meeting stand adjourned subject to the call of the Chair. Carried.

Meeting adjourned at 16 o'clock.

Approved: W. G. CHESTER, Chairman.
G. K. WARK, Secretary.

WINNIPEG, MAN., MONDAY, OCTOBER 30TH, 1911.

Minutes of meeting of General Chairmen representing the members of the B. of L. E., O.R.C., B. of R. T., O.R.T., and B. of L. F. & E., on the Canadian Pacific Railway System, and the Executive Officers of the several organizations named, called for the purpose of dealing with violations, by Officers of the Company, of signed agreements between the several organizations and the Canadian Pacific Railway Company. Also the matter of employees being required to participate in surprise tests, both questions having been referred to the Executive Officers under date of August 10th, 1911:

Meeting called to order at 10.30. Present were: Bros. S. N. Berry, Vice-President, and W. G. Chester, General Chairman, for the O. R. C.; James Murdock, Vice-President, E. H. Cooke, General Chairman for Western Lines, and A. McGovern, General Chairman for Eastern Lines, for the B. of R. T.; G. D. Robertson, General Chairman for the O. R. T.; E. A. Ball, First Vice-President, and George K. Wark, General Chairman, for the B. of L. F. & E.

Information was received that Bro. D. Campbell, Vice-President of the O. R. T., would arrive to-morrow morning.

The following telegram was also received:

Calgary, Alta., October 29th, 1911.

W. G. Chester,
141 Canora St., Winnipeg, Man.

Cannot leave Calgary before Tuesday. Kennedy should reach there Wednesday. R. H. COBB.

Moved by Bros. Berry and Cooke: Owing to the absence of the representatives of the B. of L. E., and Bro. Campbell, of the O. R. T., the meeting stand adjourned until to-morrow morning at 10k. Carried.

Meeting adjourned at 12.10.

TUESDAY, OCTOBER 31ST, 1911.

Meeting called to order at 10k. Present were: Bros. S. N. Berry, W. G. Chester, Jas. Murdock, E. H. Cooke, A. McGovern, D. Campbell, G. D. Robertson, E. A. Ball, and Geo. K. Wark. Minutes of previous meeting were read and approved as read.

Bro. Chester informed the Committee that he had sent telegram as follows:

Winnipeg, October 30th, 1911.

R. H. Cobb, General Chairman, B. of L. E.,
Calgary, Alta. (Try Hotels).

Message received. Try and leave Calgary to-night. Other representatives waiting. Advise Kennedy if possible.

W. G. CHESTER.

Moved by Bros. Murdock and Campbell, that Committee stand adjourned until ten o'clock to-morrow, unless called on by the Chairman before that time. Carried.

Meeting adjourned at 11k., waiting arrival of representatives of the B. of L. E.

WEDNESDAY, NOVEMBER 1ST, 1911.

Meeting called to order at 10k. Present were: Bros. S. N. Berry, W. G. Chester, Ash, Kennedy, Jas. Murdock, E. H. Cooke, A. McGovern, D. Campbell, G. D. Robertson, E. A. Ball, and Geo. K. Wark.

Minutes of previous meeting were read and approved as read.

The case of Conductor Jackson, who was dismissed for refusing to take a train of eight cars from Crow's Nest without a second brakeman, in violation of agreement between the Conductors and Trainmen and the Company, was cited in detail by the Chairman, Bro. W. G. Chester, and all correspondence passed between the Committee and the Officers of the Company, on the subject, also the correspondence passed on the subject of the manner of conducting efficiency tests, was read, and the facts in the case of Conductor Faught, of Chapleau, who was dismissed for refusing to participate in a surprise test on the engineer of his train, was also cited in detail.

Discussion of the questions under consideration was indulged in until adjournment at 12.30.

AFTERNOON SESSION, WEDNESDAY, NOVEMBER 1ST, 1911.

Meeting called to order at 14k., all members present, with the exception of Bro. Cobb, of the B. of L. E.

The following telegram was received:

Calgary, Alta., Oct. 31st, 1911.

W. G. Chester,
141 Canora St., Winnipeg, Man.
Leaving Calgary to-night.

R. H. COBB.

Discussion of the questions under consideration was resumed. It was decided that a conference with the Vice-President of the Company be requested by the Committee.

The office of the Vice-President was called by telephone, when advice was received that Mr. Bury had left the office.

Meeting adjourned at 17.05.

WINNIPEG, NOVEMBER 2ND, 1911.

Meeting called to order at 10.30, all members present except Bro. Cobb of the B. of L. E.

Minutes of yesterday's meeting were read and approved as read.

The Chairman reported that he and the Secretary had called at the office of Mr. Bury, Vice-President, and that an interview had been arranged for the Committee with Mr. Grant Hall, Assistant General Manager, for 15k. this afternoon.

Moved by Bros. Kennedy and Campbell, that Bro. Berry be spokesman for the Committee. Carried.

Committee adjourned at 11.30, to meet at the office of the General Manager, as arranged.

Brother R. H. Cobb, of the B. of L. E., arrived about 12 o'clock.

The afternoon, from 15 o'clock, was spent in conference with Mr. Grant Hall, Assistant General Manager, in discussion of the matter of violation of signed agreements, without any definite result.

WINNIPEG, NOVEMBER 3RD, 1911.

The morning, from 10 o'clock, was spent by the Committee in conference with Mr. Grant Hall, Assistant General Manager, on the question of efficiency tests without definite result.

AFTERNOON SESSION, FRIDAY, NOVEMBER 3RD, 1911.

Meeting called to order at 13.45, all members present.

Minutes of yesterday's meetings were read and approved as read.

Discussion of the several phases of the questions under consideration was continued until adjournment at 14.40 to meet the Assistant General Manager at 15 o'clock, and Committee was in conference with him until 17 o'clock.

WINNIPEG, SATURDAY, NOVEMBER 4TH, 1911.

Meeting called to order at 10.30, all members present excepting Brothers Chester and Cooke, who had been called to the office of the Assistant General Manager for the purpose of discussing the case of Conductor Jackson. Action was deferred waiting their return.

Brothers Chester and Cooke returned at 11.15 and reported that Mr. Hall had offered to reinstate Conductor Jackson, but declined to pay him for time lost.

Moved by Bros. Kennedy and Cooke, that the report of Brothers Chester and Cooke be received, and that it is the decision of this Committee that Brother Jackson should be reinstated and paid for all time lost from March 17th to August 10th; failing in this, the case be taken in appeal to the President of the Company. Carried unanimously.

The following letter was received:

Winnipeg, November 3rd, 1911.

Mr. S. N. Berry,
cr. Royal Alexander Hotel,
Winnipeg, Man.

Dear Sir,—Referring to the discussion to-day with yourself and Representatives of the Conductors, Trainmen, Engineers, Firemen and Telegraphers, respecting the manner of conducting efficiency tests.

As stated to you during the discussion, I am not prepared to give assurances on the subject beyond those offered by the then General Manager, in his letter of August 5th, 1911, and by the then Vice-President, in his letter of August 11th, 1911, both addressed to Mr. W. G. Chester.

I requested your Committee to let the matter stand in abeyance for a definite period of time, until I would have an opportunity of going into the matter thoroughly, and of ascertaining if any modification could be made, which would meet the wishes of those you represent. If this cannot be arranged, I can do nothing but maintain the position assumed in the letters above mentioned.

I am authorized by the Vice-President and General Manager to advise you that he endorses the position I have taken, and if it is not acceptable to you, there will be no necessity for further discussion, as far as Western lines is concerned.

Yours truly,

(Signed) GRANT HALL,
Assistant General Manager.

The contents of this letter was discussed until adjournment, at 13 o'clock, to meet the Assistant General Manager in connection with the reinstatement of Conductor Jackson, at 14.30.

Committee again went into session at 16.50. The Assistant General Manager having refused to comply with the views of the Committee in regard to the reinstatement of Brother Jackson, and he having been advised that the matter would be appealed to higher officers of the Company at Montreal, arrangements were made for the Committee to adjourn to that place.

The following letter was drafted and submitted for the consideration of the Committee:

Winnipeg, November 4th, 1911.

Mr. Grant Hall,
Assistant General Manager, C.P.R., Lines West,
Winnipeg.

Dear Sir,—The Committee representing your employees in train, engine and telegraph service have carefully considered your letter of November 3rd, addressed to the undersigned, and request that I advise you in their behalf.

At conferences held on Thursday and Friday of the present week with yourself, certain questions affecting the rights of our members in reference to the Company's action in making efficiency tests, were discussed, and in your letter referred to above, it is noted that you request the Committee to give you further time to consider these matters, to ascertain, if possible, just what consistent changes can be inaugurated in the present system of making efficiency tests with a view of meeting the wishes of the Committee.

As has been stated to you in conferences held, the questions involved interest the men on the C. P. R. Eastern Lines to the same extent, and, while we would be pleased to comply with the request or suggestion contained in your letter, the Committee feel that they could not consistently leave these questions in abeyance at this time if their action in so doing were to be considered as prejudicing an appeal to the officials in Montreal on the questions and principles involved.

By the term "questions and principles involved" the Committee mean that it is contended that if the Company is to make use of efficiency tests on their line they should not request an individual employee represented by any one of the Organizations party to these conferences, to participate in such efficiency tests for the purpose of involving some other employee in a violation of the rules without the sanction of the employee whose services in that respect the Company desire to use for the purpose stated.

With such understanding, the Committee instruct me to say that they are willing to accept your suggestion that so far as Western Lines are concerned, these questions will be left in abeyance for a time, and that they trust steps will be energetically and promptly taken in the interval to meet the wishes and contentions they have made on behalf of your employees in the branches of service specified.

On behalf of the Committee, representing the five Organizations party to these conferences, I remain,

Very truly yours,
(Signed) S. N. BERRY,
Vice-President, O. R. C.

Moved by Bros. Cobb and Cooke, that the letter as read be approved by the Committee and forwarded to Mr. Hall, Assistant General Manager. Carried.

Moved by Bros. Murdock and Cobb, that the Committee meet at the Bath Hotel, Montreal, at 10 o'clock on Thursday, November 9th, 1911. Carried.

The minutes were then read for correction and adoption.

Moved by Bros. Murdock and Berry, that the minutes be adopted as read. Carried.

Meeting adjourned at 18.15.

BATH HOTEL, MONTREAL, NOVEMBER 9TH, 1911.

Meeting called to order at 10 a.m. Present were: Brothers Ash, Kennedy and R. H. Cobb for the B. of L. E., S. N. Berry, W. G. Chester and C. Harrison for the O. R. C., Jas. Murdock, A. McGovern, C. Bourne and S. W. McDonald for the B. of R. T., E. A. Ball and Geo. K. Wark for the B. of L. F. and E., Brother Wark representing Brother G. D. Robertson of the O. R. T.; Brother E. H. Cooke, Chairman B. of R. T., being absent because of sickness in his family.

The case of Conductor R. Faught was introduced, and correspondence read which had passed on the question.

Moved by Bros. Murdock and Ball, that the correspondence read in connection with the Faught case be inserted in the minutes. Carried.

Following is the correspondence referred to.

Montreal, June 14th, 1911

D. McNicol, Esq.,
Vice-President, C.P.R.,
Montreal, P. Q.

Dear Sir,—We desire to appeal to you against the decision of Mr. Murphy, General Superintendent of Transportation, in the case of Conductor R. Faught, of Chapleau, who was dismissed for alleged insubordination.

The facts of the case are as follows: On April 7th, Faught was in charge of 3rd 120, leaving Chapleau at 3.45 p.m.

Mr. W. B. Way, Assistant Superintendent, was on the train, and when passing Empire Pit he asked Faught to let him give the proceed signal to the engineer for Paulin. The conductor agreed to this, but when the engineer whistled for Paulin, Mr. Way made no attempt to give the signal, the conductor called Mr. Way's attention to this, and Mr. Way said. "We'll let him go and see if he will stop." The conductor then gave proceed signal to the engineer. Later, Mr. Way reprimanded the conductor for not "doing as he was told," and the reason given by the conductor was that the rule required that the signal be given at this point, and thought it was his duty to give the signal, and also intimated to Mr. Way that he did not consider that one employee should be used by an official to lead a fellow-employee into a trap, without his consent. For the reasons given above, Faught considers that he has been unfairly dealt with, and we are fully in accord with his view, as we do not believe an employee should be forced to be a party to those efficiency tests against his will. Under these circumstances, we believe we are justified in asking for Faught's reinstatement and pay for time lost.

We would be glad to have your views on this matter as early as possible. Kindly send your reply to the undersigned at the Bath Hotel, Montreal.

Yours truly,
(Signed) W. G. CHESTER, General Chairman, O.R.C.
(Signed) A. McGOVERN, General Chairman, B. of R. T.

Montreal, June 20th, 1911.

W. G. Chester, Esq.,
General Chairman, O. R. C.,
Bath Hotel, Montreal.

A. McGovern, Esq.,
General Chairman, B. R. T.,
Bath Hotel, Montreal.

Dear Sirs,—I have yours of the 14th appealing in the case of ex-Conductor Faught. I have the papers before me, including Faught's statement, and there does not appear to be any dispute as to the facts.

I also, when on the Lake Superior Division last week, made personal inquiry into this case.

I fully approve of the discipline meted out by the Superintendent and approved by the General Superintendent of Transportation.

It is only a few weeks ago that a serious accident, resulting in loss of life, took place that could not have occurred had the engineer observed Rule 90, and Mr. Way was in every way justified in testing the engineer on Faught's train without being prevented or interfered with by the conductor.

Yours truly,
(Signed) D. McNICOL.

Moved by Bros. Murdock and Berry, that the General Chairmen present endeavor to arrange a conference with the Vice-President on the question of efficient tests and the principles of the observance of, and the rights of employees under, signed contracts.

Also the question of train crews being required to take train orders by telephone in violation of rules in effect. Carried.

The following letter was drafted for submission to the Vice-President, subject to the approval of the Committee.

Bath Hotel, Montreal, Que., November 9th, 1911.

Mr. D. McNicoll,
Vice-President,
Canadian Pacific Railway, City.

Dear Sir,—A joint Committee representing the B. of L. E., O. R. C., B. of R. T., B. of L. F. and E. and O. R. T. respectfully request an audience with you for the purpose of discussing the following questions:

First:—

The matter of men being requested to perform work in violation of signed agreements, and when declining to do so, being subjected to discipline.

Second:—

The matter of employees which we represent being requested to participate in surprise tests on fellow employess, and when declining to do so, being subjected to dismissal or other discipline.

Third.—

The matter of train orders being transmitted to train crews in violation of rules in effect.

In explanation of the above request, we wish to advise you that this Committee has had these questions up with general officers of Western Lines.

An understanding satisfactory to the Committee was reached regarding the last-named question and a tentative arrangement of the second question was arrived at with the general officers of Western Lines, but as a result of their attitude on the first question, it has been decided to take it in appeal to the President, and as all of the questions under consideration apply with equal force to the entire system, we desire to discuss them with you following the understanding had with the representatives of the conductors and trainmen regarding the use of the telephone some time ago, and the correspondence with them in regard to the method used in making efficiency tests in connection with the Faught case.

Trusting that it will be convenient for you to meet us at an early date, we are,

Respectfully yours,

Signed on behalf of the Committee,

W. G. CHESTER, Chairman.

Moved by Bros. Cobb and McGovern, that the letter be approved by the Committee and forwarded to the Vice-President. Carried.

AFTERNOON SESSION, THURSDAY, NOVEMBER 9TH, 1911.

Committee met at 4.15, all members present excepting Brothers Murdock and Bourne.

Brothers Chester and Cobb reported that they had delivered the letter as by instructions of the Committee, and that Mr. McNicol had requested the Committee to interview Mr. Murphy, General Superintendent of Transportation, on the questions submitted to him, but eventually agreed to meet the Committee on the Faught case to-morrow, and stated he would not discuss the other matters until after we had taken them up with Mr. Murphy.

At this point Brother Chester was called to the telephone and advised that Mr. Murphy, General Superintendent of Transportation, was out of the city and would not return until to-morrow evening, and, therefore, Mr. McNicol would meet us on Saturday instead of to-morrow.

Moved by Bros. Wark and Cobb, that the meeting stand adjourned until 9.30 a.m. to-morrow. Carried.

Meeting adjourned at 5.15 p.m.

MONTREAL, FRIDAY, NOVEMBER 10TH, 1911.

Meeting called to order at 9.30 a.m., all members present, Brother D. Campbell, of the O. R. T., having arrived this morning.

The minutes of yesterday's meetings were read and approved as read.

Telegram was received as follows:

Dryden, Ont., November 9th, 1911.

W. G. Chester,
Bath Hotel, Montreal.

Advise at Chapleau if Monday will do, or should I be there Saturday.

(Signed) G. D. ROBERTSON.

Reply was sent as follows:

Montreal, November 10th, 1911.

G. D. Robertson,
Chapleau, Ont.

Chairmen meeting officials to-morrow eleventh; like to have you here.

(Signed) W. G. CHESTER,

The manner of procedure in regard to dealing with the questions under consideration was discussed at some length, and it was decided that an effort be made to secure a conference with Mr. Murphy, General Superintendent of Transportation, before meeting with the Vice-President.

Moved by Bros. McGovern and Berry, that the meeting stand adjourned until 9.30 a.m. to-morrow. Carried.

Meeting adjourned at 10.35 a.m.

MONTREAL, SATURDAY, NOVEMBER 11TH, 1911.

Meeting of General Chairmen called to order at 9.30 a.m. Present were: Bros. R. H. Cobb, W. G. Chester, A. McGovern, G. D. Robertson and Geo. K. Wark.

Minutes of previous meetings were read and approved as read.

Moved by Bros. Wark and Robertson, that Brothers Chester and Cobb be a committee to arrange meeting with Mr. Murphy for the Committee. Carried

Moved by Bros. McGovern and Cobb, that meeting adjourn and Committee proceed to the office of the General Manager. Carried.

Meeting adjourned at 10.15 a.m.

AFTERNOON SESSION, SATURDAY, NOVEMBER 11TH, 1911.

Meeting called to order at 3 p.m., all members present, excepting Brother D. Campbell, including the General Chairman and Grand Lodge officers.

The General Chairman reported having a conference with Mr. Murphy, General Superintendent of Transportation, at which time the several questions under consideration were discussed with him.

Regarding the violation of schedules, Mr. Murphy stated in effect, that schedules were binding on the officers of the Company as well as on the men, and that the schedules did protect the men, quoting the rest clause as an illustration, saying that if a man refused to go out when entitled to rest he could not be disciplined, and that it was the intention of the Company that schedules be lived up to.

Regarding the use of the telephone, Mr. Murphy requested a copy of the letter received from Mr. Bury, General Manager of Western Lines, which had been accepted by the Committee as a disposition of the question on Western Lines, saying he would write us on the question.

When the questions of the efficiency tests and the Faught case were introduced, Mr. Murphy called the office of the Vice-President, and Mr. McNicol came to the office of Mr. Murphy. After some discussion of the matter, Mr. McNicol stated that it was the purpose of the Company to use employees in making efficiency tests, and that Faught would not be reinstated. The Chairman advised the officers of the Company that their decisions would be dealt with by the Committee.

Brothers Chester and Cobb retired to the office of Mr. Murphy, in the hope of getting letter promised by him regarding the use of telephones. On their return, at 4.30, they reported that Mr. Murphy's office was closed.

Moved by Brothers Cobb and Harrison, that meeting adjourn until 9.30 a.m. Monday. Carried.

Adjourned at 4.40 p.m.

MONTREAL, MONDAY, NOVEMBER 13TH, 1911.

Meeting called to order at 9.30 a.m., all members present excepting Brother D. Campbell, of the O. R. T., and S. N. Berry, of the O. R. C.

Minutes of previous meeting were read and approved as read.

Brothers Chester and Cobb retired to the office of Mr. Murphy to get letter promised by him on telephone question.

Moved by Bros. Ball and Kennedy, that Brother Murdock, the Chairman and Secretary be a committee to draft letters on matters of appeal to the President, subject to the approval of the Committee. Carried.

Brothers Chester and Cobb returned with the following letter.

Montreal, 13th November, 1911.

W. G. Chester, Esq.,
Chairman, Order of Railway Conductors,
Montreal

Dear Sir,—Conductors will only be required to take train orders direct from train dispatchers in cases of emergency or where trains are liable to be unduly delayed at points where there are no telegraph operators.

Yours truly,
(Signed) C. MURPHY.

Moved by Bros. Wark and Kennedy, that Mr. Murphy be advised that his letter of to-day in connection with the use of the telephone is not satisfactory and that the matter will be taken in appeal to higher officers of the Company. Carried.

Moved by Bros. Wark and McGovern, that a letter be drafted embodying our views on the question of the use of the telephone; the verbal statement of Mr. Murphy and a copy of letter received from him on the question. Also a copy of the letter received from Mr. Burry, General Manager of Western Lines, which was accepted as a disposition of the

question on Western Lines, requesting a similar arrangement for Eastern Lines, to be forwarded to Mr. McNicol, Vice-President, in appeal. Carried.

Meeting adjourned at 11.45 a.m. until 1.30 p.m.

AFTERNOON SESSION, MONDAY, NOVEMBER 13TH, 1911.

Meeting called to order at 1.30 p.m., all members present excepting Brother D. Campbell.

A letter was submitted for the approval of the Committee, reading as under:

Montreal, November 13th, 1911

Mr. C. Murphy,
General Superintendent of Transportation,
Canadian Pacific Railway, Montreal, Que.

Dear Sir,—On behalf of the Joint Committee of General Chairmen representing your employees in train, engine and telegraph service, I have to advise you that your letter of this date in connection with the handling of train orders by telephone direct from despatcher to conductor is too indefinite to be acceptable.

The Committee desire that you endorse the letter given by the General Manager of Western Lines as applicable also to Eastern Lines, and that it be understood that the employees we represent will not, except in cases of emergency such as personal injury, wrecks, washouts or snow blockades, be required to receive or transmit orders except in the manner prescribed by rules in affect.

Unless you are prepared to do this kindly consider the matter as appealed to the Vice-President for his consideration.

Yours truly,

Signed on behalf of the Committee,

W. G. CHESTER

Moved by Bros. Berry and McGovern, that the letter as read be approved by the Committee and forwarded to Mr. Murphy. Carried.

The following letter was also read for the approval of the Committee:

Montreal, November 13th, 1911.

Mr. D. McNicol,
Vice-President,
Canadian Pacific Railway,
Montreal, Que.

Dear Sir,—On Saturday, November 11th, the Chairmen of the several organizations discussed with Mr. Murphy, General Superintendent of Transportation, Eastern Lines, the question as to the manner in which the telephone is being used in connection with the transmission of train orders.

In some cases train orders have been transmitted by the dispatcher directly to the conductor, which cases, in our opinion, did not warrant such action. On some divisions general circulars are in affect instructing conductors in all cases of delay of five and ten minutes at points where there are no telegraph operators on duty they are to put up their telephone and get into communication with the despatcher, who then, in many cases, sends train orders over the telephone direct to the conductor.

This is not in accordance with the rules governing the transmission of train orders, and it is the unanimous opinion of this committee that the practice of transmitting train orders direct to conductors, being a violation of rules in affect, should be discontinued, except in cases of injury to persons on or by their trains, or in cases of wrecks, washouts or snow blockades, on the sub-division over which the train requiring the orders is being moved.

This Committee had this question up with the General Officers for Western Lines, and under date of August 4th, received a letter over the signature of the General Manager, which was accepted as a settlement of the question on Western Lines , a copy of which we herewith enclose.

In our discussion with Mr. Murphy, the understanding of the Committee was that he was favorable to the same application as that outlined in the enclosed letter. We asked Mr. Murphy to give us his approval in writing, and, on calling at his office, received a letter which is in no sense satisfactory to the Committee.

The letter referred to reads as follows:

Montreal, November 13th, 1911.

W. G. Chester, Esq.,
Chairman, Order Railway Conductors,
Montreal, Que.

Dear Sir,—Conductors will only be required to take train orders direct from train dispatchers in cases of emergency or where trains are liable to be unduly delayed at points where there are no telegraph operators.

Yours truly,

(Signed) C. MURPHY.

We therefore respectfully ask that you attach your signature in approval of the application to Eastern Lines of the provisions of the enclosed letter.

Respectfully yours,
Signed on behalf of the Committee,
W. G. CHESTER, Chairman.

Moved by Bros. McGovern and Murdock, that the letter be approved as read and taken to the office of the Vice-President. Carried.

Committee adjourned at 2.35 p.m. to take letters as approved to the officers of the Company.

MONTREAL, TUESDAY, NOVEMBER 14TH, 1911.

Meeting called to order at 9 a.m., all members present excepting Brothers Campbell and Harrison.

Minutes of previous meeting were read and approved as read.

The Committee reported having delivered letter to Mr. Murphy and receiving an unfavorable, reply reading as under.

Montreal, November 13, 1911.

W. G. Chester, Esq.,
Chairman, Order Railway Conductors,
Montreal, Que.

Dear Sir,—In reply to your letter of date, stating that my letter of this date in connection with the handling of train orders by telephone direct from train despatcher to conductor is too indefinite.

I cannot make our meaning any more definite. In fact, I think it is more definite and, in point of our understanding, clearer than the letter from Mr. Bury under date of August 4th, and your proposition that "Conductors will not be required to take train orders over the telephone, except in cases of injury to persons on or by their trains, and in cases of wrecks, washouts or snow blockades on the sub-division over which the train is being moved," I cannot agree to.

Yours truly,

(Signed) C. MURPHY.

The letter as approved by the Committee was then delivered at Mr. McNicoll's office and reply received this morning as under:

Montreal, 13th November, 1911.

W. G. Chester, Esq.,
cr. of Bath Hotel, Cathcart Street,
Montreal, Que.

Dear Sir,—I have your letter of the 13th November, and as I know nothing about your conversations with Mr. Bury, I have endeavored to get our officers to draft a clause, which could, if necessary, be inserted in the rules.

You know, as a general rule, I do not believe in special letters, hence Mr. Murphy's reason for putting the clause, at my request, in the condition it appears.

The clause is broad enough to cover everything, and I cannot imagine what your objection is to it. Draft a clause, however, for a rule which you think will suit and let me see it.

I think that every employee should consider it his duty to take any and every action that can safely be done in order to keep trains moving that may otherwise be held up.

Yours truly,

(Signed) D. McNICOLL.

Moved by Bros. McGovern and Robertson, that Mr. McNicoll's letter be received and reply made embodying the rule accepted as a settlement on Western Lines. Carried.

Brothers Robertson and Wark were appointed by the Chairman to draft letter to Mr. McNicoll as by the above action and retired for that purpose.

Returning, the following was submitted for the consideration of the Committee:

Montreal, November 14th, 1911.

Mr. D. McNicoll,
Vice-President,
Canadian Pacific Railway,
Montreal Que

Dear Sir,—On behalf of the Joint Committee of General Chairmen representing your employees in train, engine and telegraph service, I beg to acknowledge receipt of your letter of the 13th inst. in connection with the methods of handling train orders by telephone, in which you request us to draft a clause which would be considered suitable to be inserted in the rules.

In deference to your expressed wish we respectfully submit for your favorable consideration copy of a proposed article submitted by the Conductors and Trainmen's Joint Committee in February, 1911, a copy of which was embodied in enclosure accompanying our letter of November 13th, to you, and which reads as under:

"Conductors will not be required to take train orders over the telephone except in cases of injury to persons on, or by their trains, or in cases of wrecks, washouts or snow blockades, on the sub-division over which the train requiring the orders is being moved."

We would, however, respectfully suggest that this be made a basis for a clause to be inserted in the schedules of the various branches of the service affected, rather than in the rules, as we understand your idea to be. Thanking you in anticipation of an early and favorable reply, I am, Respectfully yours,

Signed on behalf of the Committee,

W. G. CHESTER, Chairman.

Moved by Bros. Ball and Murdock, that the letter be approved by the Committee and forwarded to the Vice-President. Carried.

Brothers Robertson and Wark were requested to deliver the letter.

Moved by Bros. Murdock and Ball, that meeting stand adjourned until 2 p.m. Carried.

Adjourned at 12.25.

Note.—Nothing having been received from the officers of the Company in reply to our letter of to-day, meeting was not called this afternoon.

MONTREAL, WEDNESDAY, NOVEMBER 15TH, 1911.

Meeting called to order at 9.30 a.m., all members present.

Minutes of previous meeting were read and approved as read.

Having been advised over telephone that letter had been written by the Vice-President in reply to our communication of yesterday, Brothers Campbell and Robertson retired for the purpose of securing same. Letter was received, reading as under:

Montreal, 14th November, 1911.

W. G. Chester, Esq.,
Bath Hotel, Cathcart Street,
Montreal, Que.

Dear Sir,—I am in receipt of your letter of this day's date with regard to the use of telephones, but regret that I cannot see my way to accept your proposition, which is practically the same as was contended for by the representatives of the Trainmen, when we made an arrangement with them somewhat over a year ago, and which we then declined.

My proposition, which I made you in my letter of yesterday, is the best I can see my way to do, and I think should fully cover the ground.

Yours truly,
(Signed) D. McNICOLL.

Moved by Bros. McGovern and Cobb, that the letter from Mr. McNicoll be received, he to be advised that his decision is unsatisfactory and this matter will be appealed to the President, as well as the question of efficiency tests, and that the Committee proceed to draft an appeal to the President on the three questions, viz., the violations of signed agreements; the matter of employees being required to participate in efficiency tests, and the use of telephones in violation of rules in affect. Carried.

Moved by Bros. Murdock and Campbell, that the Chairman, Brothers Robertson and Wark be a committeee to prepare the appeal to the President. Withdrawn.

Moved by Bros. Murdock and Cobb, that the former action regarding the preparing of an appeal to the President be expunged from the minutes, and that the Chairman, Secretary and Brother Robertson be a committee to arrange an appeal to the President. Withdrawn.

Moved in amendment by Bros. Robertson and Cobb, that the matters in question be referred to the Grand Lodge Officers, the General Chairmen having exhausted their efforts to affect a settlement. Withdrawn.

Moved by Bros. Ball and Kennedy, that the name of Brother Robertson be substituted for that of Brother Murdock on Committee appointed to arrange the appeal to the President. Carried.

Committee adjourned at 11 a.m. to meet at 2.30 p.m.

AFTERNOON SESSION, WEDNESDAY, NOVEMBER 15TH, 1911.

Committee met at the time appointed, all members present. At 4.45 p.m. the sub-Committee appointed to draft appeal to the President, submitted letter for the consideration of the Committee.

Moved by Bros. Robertson and Kennedy, that the letter be received Carried.

Moved by Bros. Ball and Cobb, that the letter be approved by the Committee and delivered to the President.

Amendment by Bros. Wark and Robertson, that the entire matter be referred to the Grand Lodge Officers, and any future action taken to be under their direction. Amendment carried.

Moved by Bros. Cobb and Berry, that meeting stand adjourned, to meet at 9.30 a.m. to-morrow. Carried.

Adjourned at 6.10 p.m.

MONTREAL, THURSDAY, NOVEMBER 16TH, 1911.

Meeting called to order at 9.30 a.m., and business suspended until 11.30, waiting report of Grand Lodge Officers on matter of appeal to the President.

Minutes of previous meeting were read, corrected and approved as corrected.

The Grand Lodge Officers reported having drafted a letter of appeal to the President, as follows:

Bath Hotel, Montreal, November 15th, 1911.

Sir Thomas Shaugnessy,
President, Canadian Pacific Railway Company,
Montreal.

Dear Sir,—The undersigned General Chairmen representative of men employed by your Company in train, engine and telegraph service, and belonging to the Organizations specified beneath signatures attached, respectfully request the privilege of bringing an appeal to you upon three important questions upon which we have failed to arrive at a satisfactory settlement with the officials of your Company.

We desire as concisely as possible to present to you in this letter the three questions referred to numerically arranged and separately followed with as brief an argument to sustain our contentions as appears possible in conveying the desires of your employees represented by our Organization. The questions referred to follow herewith:

> "First:—The validity of contract or schedule agreements as between the Company and its employees represented by the several Organizations and the rights of the employees working under such schedule agreements."

Our reason for taking this question up with the Officials of your Company on Lines both East and West, during the past few months, is on account of the fact that a considerbale number of your subordinate officials have occasionally taken the position that regardless of some particualr Article or Rule in the employees' schedule, men were and should be required at all times to carry out the instructions of an official, even though such instructions might be entirely at variance with the intent of an Article or Rule in the agreement covering the branch of service in which employee was engaged.

Certain of these officials have also stated that they cared nothing for the provisions of the schedule agreements, sometimes following such statement with the threat that any man who refused to do as he was told whether in violation of schedule agreement or otherwise would be instantly dismissed.

To cite a concrete case bearing upon this important question which we are now appealing to you, we would herewith present to you the case of Conductor J. Jackson, of the Alberta Division, who on leaving Cranbrook, March 3rd, 1911, on train No. 314, held orders to lift an extra passenger coach at Crow's Nest.

Jackson, on receipt of the order, had seven cars on his train leaving Cranbrook, and as Article No. 23 in the Conductors' and Trainmen's schedule provided that on passenger trains of eight cars or more a second brakeman would be supplied, he at once, and before leaving Cranbrook, requested Mr. Cline, the Chief Train Dispatcher at Cranbrook, to arrange for a second brakeman, to be furnished on his arrival at Crow's Nest.

Jackson left Cranbrook at 15.50, arrived at Crow's Nest at 20.40, immediately picked up the additional passenger car, but on making inquiries of the agent regarding a second brakeman he was handed a telegram, advising that the Trainmaster had no brakeman to give him at Crow's Nest.

Jackson then asked the Agent how many crews there were at Crow's Nest and was advised that there were five crews, some of whom would not get out of there, the way traffic was running, until the following day. Later and careful investigation showed that there were nine crews at Crow's Nest at the time, each crew consisting of a conductor and at least two brakemen, and that these crews had been at Crow's Nest for varying periods of time from 24 hours to within an hour or two of the time prior to Jackson's arrival at Crow's Nest, proving conclusively that there were at least a considerable number of the men in the crews who had sufficient rest and were therefore fit to resume service.

As soon as Jackson learned that there were plenty of brakemen at Crow's Nest, he wired to the Dispatcher at McLeod, advising him of that fact and further requesting that one of the brakemen be furnished or a message to proceed without the additional brakeman sent him by the Superintendent instead. Jackson's request was answered by Trainmaster Harshaw bluntly advising him by telegraph that it was up to him if the train was detained, to which Jackson replied, asking that if no brakeman were to be had, Mr. Harshaw would instruct him to reduce the deadhead car, which would have left only seven cars in his passenger train, and thus eliminate the question of the extra man.

Jackson received no reply to this message to Mr. Harshaw, and therefore at once wired the Superintendent at Cranbrook, informing him that the Dispatcher at Cranbrook had been advised before Jackson's departure from that point, that train No. 314 would have eight cars out of Crow's Nest, and would therefore require an additional brakeman, that none had been furnished at Crow's Nest, and that the Trainmaster had refused to provide one.

The Superintendent replied by wire to the effect that notice had been given Crow's Nest sub-division as per Conductor Jackson's advice to the Dispatcher at Cranbrook, and further intimating that Conductor Jackson would surely not delay the train on account of no extra brakeman being furnished, as it would be a serious matter.

Jackson at once replied to the Superintendent's message by advising that he should have a second brakeman or instructions to reduce the deadhead car, so as to make his train one of seven cars only, to which the Superintendent replied advising Jackson to set out the deadhead cafe car at Crow's Nest. This last instruction from the Superintendent was promptly carried out, and the train proceeded, but after a delay of 55 minutes to the train at Crow's Nest, caused by the officials of the Company either at Cranbrook, Crow's Nest or McLeod, who had not made arrangements to provide the extra man required to handle the passenger train of eight cars or more, as specified in Article 23 of the schedule.

Some few days later Jackson was advised that his services were dispensed with, on account of his action in causing unnecessary delay to train 314 at Crow's Nest.

The undersigned respectfully submit that the facts in the case clearly prove that Jackson took every reasonable precaution several hours before the extra brakeman was required, to insure having a man at the point required, and that he was ready and willing even after his arrival at Crow's Nest, and finding that the additional brakeman had not been supplied, to proceed without the man (even though in violation of schedule agreement) if the Company's Officials would so instruct him and thus assume the responsibility.

Inasmuch as the Company's Officials declined to either furnish the extra brakeman when Jackson arrived at Crow's Nest, or to assume the responsibility for Jackson proceeding without one, we respectfully submit that the Company's Officials should be held entirely responsible for the delay of 55 minutes to train No. 314.

Our Organizations have always insisted that we would protect as inviolate schedule agreements, but our understanding has also been that these same schedule agreements protected employees in certain defined rights, and that employees were justified in so contending.

While the established policy of these Organizations has been, and we trust, will be, to advise our members to carry out instructions issued by an authorized Official of the Company, and to later take up a presumed violation of schedule for adjustment, we have never subscribed to a policy that would suggest that clearly defined Articles or Rules in the various schedules in reference to the intent of which there could be no doubt, might be violated either occasionally or indiscriminately at the will of some Official of the line.

Conductor Jackson's dismissal was taken up in the usual way, and finally brought to the attention of the former Vice-President, at Winnipeg, Sir William Whyte, the Committee, however, failing to secure Jackson's reinstatement or a recognition of their contentions as to the right of our schedule agreements being inviolate.

The principle involved in the question referred to above being of such general import and the evident disregard of schedule agreements in the Jackson case as cited, was so apparent that the matter was referred to the General Chairmen of the five Organizations specified below, with instructions to them to co-operate in trying to secure some definite understanding for the future on this important question.

As a result of later efforts on behalf of the Organizations named, we met the General Officers of your Company for Western Lines, and further discussed this question, those Officers agreeing with us that schedules were binding on both parties, and that rules in such schedules should be equally observed, but persisting in maintaining their original position in dismissing Jackson, and declined to order his reinstatement.

Early in the present month further conferences were held with the Assistant General Manager for Western Lines, and at these conferences Grand Officers of the five Organizations were present with the undersigned Committee, the outcome of the conference being that Mr. Hall consented to reinstate Jackson, but declined to compensate him for the time he had been out of the service.

The Committee of Officers and General Chairmen contend that Jackson should be reinstated and paid for time lost from March 17th, 1911 (the date he was dismissed) until August 11th, 1911, which was the date upon which the General Chairmen completed their conferences with the General Officials of Western Lines before calling to their assistance Grand Officers of the Organizations.

The principle involved in the Jackson case has been discussed with Mr. Murphy for Eastern Lines, who agrees with the Committee schedule provisions are binding on both parties, and that men should not be subject ti discipline for declining to violate definite Articles in the schedule, even though the employee was requested or ordered to do so by a subordinate official of the Company. Mr. Murphy cited the "rest" clause as an example.

We trust that our appeal on the principle of the question involved and in the case of Jackson will be recognized as justifiable in your opinion, and that you can see your way clear to granting the request of the Committee, that Jackson should be reimbursed for the lost time as specified above, in addition to being reinstated in his former position.

> "Second:—Employees engaged in train, engine and telegraph service have been, and are required to participate in efficiency tests to the extent that they are frequently called upon (without their consent) to attempt by means of what are termed 'efficiency tests' to catch some fellow employee off his guard, and to assist in securing a record against such fellow employee, of a violation of some rule. In doing this the employees required to participate are, in most instances, called upon to violate some rule themselves, which under ordinary circumstances they would be disciplined for failure to carry out.
>
> "We contend that the objectionable features of efficiency tests referred to above should be prohibited as far as the men we represent are concerned."

A case in point is that of Conductor Faught, of Chapleau, who was dismissed for alleged insubordination. The particulars of the case are as follows. April 7th last, Faught was in charge of a freight train leaving Chapleau at 3.45 p.m., being accompanied on the train by Mr. Way, the Assistant Superintendent. When passing Empire Pit, Mr. Way asked Faught to permit him to give the required proceed signal to the engineer, one mile approaching Paulin.

When the engineer of Faught's train whistled for a signal approaching Paulin, Mr. Way made no attempt to give the necessary and prescribed signal, and Faught called his attention to the fact. Mr. Way said: "We will let him go without and see if he will stop." Conductor Faught then gave the necessary and prescribed "proceed" signal to the engineer, and was later reprimanded by Mr. Way for not doing as he was told. The conductor contended that he was carrying out prescribed rules and that in giving the signal he had only done what he believed was his positive duty considering that Mr. Way had failed to give the signal after having made a request to Faught that he be permitted to do so.

As stated above, Faught was dismissed for insubordination, and later tried to place the facts in the case clearly before his Superintendent, but he claims that it was impossible to secure even a respectful and considerate hearing in his case, and he therefore referred the matter to the Committee of his Organization for adjustment.

Faught's case was handled in the usual way by the Trainmen's Committee, but the action of the Superintendent in dismissing him was sustained by each Officer of the Company up to and including the Vice-President.

Careful investigation on the part of the Committee in handling this case developed the fact that about two weeks prior to the incident cited above two additional attempts had been made to secure a record against Faught of having violated rules. On one occasion the train register at Chapleau had been altered by an erasure and an insertion after Faught had checked the register when getting his orders. Fortunately, before he left the station he again looked at the register and discovered the change. In the other case the Assistant Superintendent ordered an engineer not to respond to a whistle signal to see if Conductor Faught would detect the failure in response.

As a result of the two attempts to involve him in a violation of the rules previous to the incident for which he was discharged, Conductor Faught was of the opinion that the Assistant Superintendent was bound to get him in some way, and on the date that Mr. Way claimed Faught was insubordinate, he was of the opinion that if Mr. Way did not give the signal and he, Faught, failed to give the prescribed signal when called for, that he would be charged and held responsible for a violation of rule.

Without question there was absolutely no desire or intent on Faught's part to be insubordinate, and our contention on behalf of your employees is that the Company should not have taken the position of insisting on Faught's attempting to secure a conviction of the rules against another employee without first securing the sanction of Faught to engage in such effort.

We recognize the desirability of employees in your service being expected and required to maintain careful and zealous recognition of requirements in the application of rules, and we are willing, so far as consistent, to assist your Company in demonstrating the necessity for a constant activity on the part of employees in seeing that this is done. We believe, however, that the continued use of a plan which would call upon one employee at the suggestion of an Official to assist in securing the registration of a violation of rule against another employee, would be conducive to creating friction perhaps to the extent of vindictive retaliation between such employees, which condition would certainly not be in the best interests of the Company.

We further believe that a plan as referred to suggestive of the fact that rules can be violated subject to the judgment of a qualified and experienced railroad man (whether official or employee) might work a contrary effect to the one desired, and convince employees generally that rules might be violated indiscriminately if it were safe in their judgment to do so.

Our appeal to you in Faught's case, and the principle involved is based on the contention that the Company were not justified in any way by dismissing Faught for insubordination, and that he should be reinstated and paid for the time lost as a result of such dismissal.

We trust that you can see your way clear to overrule the decision of the Vice-President in this case, who has declined to recognize our contentions.

> "Third:—Conductors will not be required to take train orders over the telephone except in cases of injury to persons on or by their trains, and in case of wrecks, washouts or snow blockades on the sub-division over which the train requiring the orders is being moved."

Since the adoption of the telephone in transmitting train orders it has in many cases been used and ordered to be used in a manner which the employees represented by us seriously object to, on the ground that our men are being required to handle train orders in many cases and to receive such train orders over the telephone in a manner contrary to the provisions of standard train rules, which condition we claim is fraught with danger to the travelling public and to the employees.

This question was taken up by the General Chairmen representing the Organizations with the Officials of Western Lines, and a mutual understanding reached, as outlined in the third question referred to you on appeal and quoted above.

The Officials of Eastern Lines have been asked to endorse this agreed understanding which has been accepted for Western Lines, but the request has been declined.

We submit that the practice of requiring the conductors to put up their telephone at stations where there is an operator available, should be discontinued, as the only object in such requirement can be the saving of expense incident to the calling of the operator to act in his usual capacity.

The general instructions out on a large portion of Eastern Lines requires the conductors to put up their telephone, five or ten minutes after their arrival at any station, where they may have stopped to meet a train, and these instructions have resulted in a steadily increasing number of train orders being sent direct to the conductor from the dispatcher, in violation of the various rules which require orders to be transmitted to the conductor through an intermediary in the person of an operator. We contend that in the interest of safety and the necessity for record in handling train orders, the standard train rules provisions are the only safe methods by which responsibility for error can be properly prevented or placed.

We would respectfully request that you would recognize our appeal on this question to the extent of instructing that the same regulation agreed to on Western Lines be made effective on your Eastern Lines.

The undersigned Committee will appreciate an opportunity to discuss these matters further with you and would advise that their action on these matters for some time has been under the guidance of Grand Lodge Officers who are present in the city, and desirous with the Committee of arranging for your employees satisfactory settlement, on the three questions in contention.

We will appreciate very much your earliest possible consieration of these matters, and will await further advice from you if you can consist-

ently arrange or desire to meet the Committee, or will await instead your decision on the three questions appealed, if such action is desirable to you.

We remain, yours respectfully,
(Signed) W. G. CHESTER, General Chairman,
Order of Railway Conductors.
(Signed) R. H. COBB, General Chairman,
Brotherhood of Locomotive Engineers.
(Signed) GEO. K. WARK, General Chairman,
Brotherhood of Locomotive Firemen and Enginemen,
(Signed) A. McGOVERN, General Chairman,
Brotherhood of Railroad Trainmen.
(Signed) G. D. ROBERTSON, General Chairman,
Order of Railroad Telegraphers.

Moved by Bros. McGovern and Cobb, that the letter be approved as read, signed by the General Chairmen and delivered to the President. Carried.

Moved by Bros. Campbell and Kennedy, that meeting adjourn subject to the call of the chair.. Carried.

Adjourned at 12.25 p.m.

MONTREAL, SATURDAY, NOVEMBER 18TH, 1911.

Meeting called to order at 10.45 a.m., all members present, Brother E. H. Cooke, General Chairman of the B. of R. T., having arrived.

Minutes of previous meeting were read and approved as read.

The Chairman reported having delivered a letter to the Vice-President, advising of appeal to the President, reading as under.

Montreal, Que., November 15th, 1911.

Mr. D. McNicoll,
Vice-President, Canadian Pacific Railway,
Montreal, Que.

Dear Sir,—I beg to acknowledge receipt of your letter of the 14th inst., in regard to the use of telephones. I am instructed by the members of the Joint Committee to advise yau that they regret your decision is not such as can be accepted, and that the question of the use of telephones and the manner of conducting the efficiency tests will be taken to the President.

Respectfully yours,
Signed on behalf of the Committee,
W. G. CHESTER, Chairman.

Moved by Bros. Berry and Campbell, that the Chairman and Secretary make inquiry as to when we may expect a reply from the President to our communication of the 15th. Carried.

The Chairman reported having called the office of the President by telephone, and advised that Sir Thomas desired to confer with the Vice-President, Mr. McNicoll, before making a reply to our communication, and that he thought a reply would be made on Monday forenoon.

Brother D. Campbell, Vice-President of the O. R. T., explained the necessity of being excused, having other important business to attend to.

Moved by Bros. Berry and Ball, that Brother Campbell's request be granted, and that he be advised on Tuesday morning, if possible, when it will be necessary for him to return, with the understanding that he will not be requested to return before that time. Carried.

Moved by Bros. Campbell and Kennedy, that meeting adjourn until Monday at 2 p.m., unless convened by the Chairman in the interval. Carried.

Adjourned at 11.50 a .m.

AFTERNOON SESSION, SATURDAY, NOVEMBER 18TH, 1911.

Meeting called to order at 4.45 p.m., all members present.

The Chairman explained that he had been called to the telephone and advised that a letter was on the way from the President's Office. Hav-

ing waited until 5.40 p.m., and the letter not yet delivered, it was decided to adjourn until 9.30 a.m. on Monday.

MONTREAL, MONDAY, NOVEMBER 20TH, 1911.

Meeting called to order at 9.30 a.m., all members present excepting Brother D. Campbell. Minutes of previous meetings were read and approved as read.

A communication was received from the President, reading as under:

Montreal, November 18th, 1911.

W. G. Chester, Esq.,
General Chairman, Order of Railway Conductors,
R. H. Cobb, Esq.,
General Chairman, Brotherhood of Locomotive Engineers,
Geo. K. Wark Esq.,
General Chairman, Brotherhood Locomotive Firemen and Enginemen,
A. McGovern, Esq.,
General Chairman, Brotherhood of Railroad Trainmen,
G. D. Robertson, Esq.,
General Chairman, Order of Railroad Telegraphers,

Dear Sirs,—I delayed replying to your letter of November 15th until I had opportunity to discuss the telephone clause with Mr. McNicoll, who was out of the city and only returned to-day.

It strikes me that there should be no difficulty about your Officers and you reaching an arrangement with reference to the use of the telephone that will be satisfactory to the Company and fair to all the employees connected with the train service. Surely you can urge no reasonable objection to the use of the telephone when a train is being unduly delayed for a crossing at a point where it is not the practice to employ an operator.

The Jackson and Faught cases, to which you refer, are purely matters of discipline, with reference to which the Vice-Presidents charged with the safe and efficient operation of the Company's railway must be the final tribunals on their respective portions of the System.

The terms of schedules or agreements between the Company and employees in any branch of the service must be observed by both parties, and any attempt upon the part of an officer to evade or misinterpret any clause of a schedule or agreement will not be tolerated; but occasionally there will be an emergency, such as a wreck or some other catastrophe, that requires of all to put aside every technical consideration. Even the "rest clause," which it is the Company's desire to have most rigidly observed, would have to be disregarded if only one crew that had booked rest was available for a wrecking or relief train. In such case, the refusal of the crew to take the train out because they had booked rest would, I am sure, receive most severe condemnation at your hands.

Any employee working under schedule has the regular channel through which to report a grievance and have it adjusted. If, instead of adopting this course, he assumes an attitude of defiance or insubordination, he must be dealt with accordingly.

Yours truly,
(Signed) T. G. SHAUGHNESSY,
President.

Moved by Bros. Berry and Kennedy, that the letter from the President be received. Carried.

Moved by Bros. Murdock and Berry, that an answer be prepared to the letter from the President and submitted to the Committee for consideration. Carried.

Moved by Bros. Cooke and Cobb, that meeting adjourn until 2 p.m., in the meantime the Grand Lodge Officers to prepare a letter in reply to the communication from the President, for the consideration of the Committee. Carried.

Adjourned at 11.10 a.m.

AFTERNOON SESSION, MONDAY, NOVEMBER 20TH, 1911.

Committee again met at 2 p.m., all members present, excepting Bro. Campbell.

Following is a copy of letter read for the consideration of the Committee:

Montreal, November 20th, 1911.

Sir Thomas Shaughnessy,
President, Canadian Pacific Railway Co.,
Montreal, Que.

Dear Sir,—We beg to acknowledge receipt of your letter of the 18th, the contents of which have been carefully considered by our Officers and the Joint Committee.

We agree with you that there should be no difficulty in reaching an agreement with the officials, in reference to the use of the telephone, that would be satisfactory to the Company. There would be none if the officers of your Eastern Lines would concede to the Committee an arrangement covering this question the same as that in effect on Western Lines. The necessity for bringing this question to you on appeal was caused by the fact that Mr. McNicoll and Mr. Murphy declined to enter into the same agreement with the Joint Committee on this question, as already made applicable to the Western Lines by your officers at Winnipeg.

The Committee recognize that the Jackson and Faught cases are, to a very great extent, matters of discipline, but we regret exceedingly to note your statement that the Vice-Presidents are to be the final tribunals in deciding such questions, more especially when we note the fourth paragraph in your letter, which, to our minds, absolutely justifies the contentions that we have made on the Jackson case.

In the fourth paragraph of your letter you state that:—

> "The terms of schedules or agreements between the Company and employees in any branch of the service must be observed by both parties, and any attempt upon the part of an officer to evade or misinterpret any clause of a schedule or agreement will not be tolerated, but occasionally there will be an emergency, such as a wreck or some other catastrophe, that requires us all to put aside every technical consideration."

There was no wreck or other catastrophe involved in the Jackson case, and it surely cannot be said that Jackson was in any way technical. If the officials of the Alberta Division had done what the above-quoted portion of your letter suggests they should have done, there would not have been any necessity of appealing this case to you, as Jackson would not have been held accountable for the failure of the Company's officers to carry out an agreement.

The Jackson and Faught cases are but illustrations of two very important principles for which this Joint Committee, on behalf of your employees, are contending. There are several points in reference to these questions upon which we feel we are not clearly understood, and we would, therefore, respectfully request that you grant an audience to the Grand Lodge officers of our organizations, with the undersigned, as soon as convenient, so that we can place these matters more clearly before you.

Awaiting your reply, and trusting that you can see your way clear to grant the audience requested as early as possible, we remain,

Very truly yours,

(Signed) W. G. CHESTER,
General Chairman, Order of Railway Conductors.
(Signed) R. H. COBB,
General Chairman, Brotherhood of Locomotive Engineers.
(Signed) GEO. K. WARK,
General Chairman, Brotherhood Locomotive Firemen & Enginemen .
(Signed) E. H. COOKE,
General Chairman, Board of Adjustment, Brotherhood of Railroad Trainmen.
(Signed) G. D. ROBERTSON,
General Chairman, Order of Railroad Telegraphers.

Moved by Bros. Cooke and Cobb, that the letter be approved as read and forwarded to the office of the President by special messenger. Carried.

Moved by Bros. Robertson and Cooke, that meeting stand adjourned until 9.30 a.m. to-morrow, unless recalled in the interval by the Chairman. Carried.

Adjourned at 3 p.m.

MONTREAL, TUESDAY, NOVEMBER 21ST, 1911.

Committee met at 9.30 a.m., all members present, excepting Bro. Campbell.

Minutes of previous meeting were read and approved as read.

Communication was received from the President reading as under:

Montreal, November 20th, 1911.

W. G. Chester, Esq.,
General Chairman, Order of Railway Conductors,
R. H. Cobb., Esq.,
General Chairman, Brotherhood of Locomotive Engineers,
Geo. K. Wark, Esq.,
General Chairman, Locomotive Firemen and Enginemen,
E. H. Cooke, Esq.,
Board of Adjustment, Brotherhood of Railroad Trainmen,

G. D. Robertson, Esq.,
General Chairman, Order of Railroad Telegraphers,

Dear Sirs,—In reply to your communication of this date, I must reiterate my decision that the Vice-Presidents in charge of the operation of Eastern and Western Lines must have authority to deal finally with questions of discipline on their respective portions of the System, and, therefore, I do not feel justified in acceding to your request for an audience with your Committee and your Grand Officers.

I think, however, that there is room for some misunderstanding between your Committee and Mr. McNicoll about the telephone clause, and I would suggest that you make an appointment to discuss it with him again.

Yours truly,
(Signed) T. G. SHAUGHNESSY,
President.

Moved by Bros. Ball and Kennedy, that the letter be received. Carried.

Moved by Bros. Cooke and Robertson, that the Chairman and Secretary endeavor to secure a conference with Mr. McNicoll, as suggested in the letter from Sir Thomas, for the Grand Lodge Officers and General Chairmen, or the General Chairmen alone. Carried.

The Chairman and Secretary retired for the purpose of arranging a meeting with the Vice-President, as by above action.

AFTERNOON SESSION, TUESDAY, NOVEMBER 21ST, 1911.

Committee again met at 2 p.m., all members present, excepting Bro. D. Campbell.

The Chairman reported that he and the Secretary had called at the office of Mr. McNicoll, and that a meeting had been arranged with the Vice-President in Mr. Murphy's office at 3 p.m. to-day.

Committee adjourned at 2.45 p.m. to meet the Vice-President, as arranged.

MONTREAL, WEDNESDAY, NOVEMBER 22ND, 1911.

Meeting called to order at 9.30 a.m., all members present, Bro. D. Campbell, of the O. R. T., having returned.

Minutes of previous meetings were read and approved as read.

Considerable discussion took place in regard to the result of the interview had yesterday with the Vice-President and General Superintendent of Transportation, on the question of the use of telephones, and the matter of efficiency tests.

The following was submitted for the consideration of the Committee:

> "It being the intention of the Company to avoid a practice of transmitting train orders direct to train crews by telephone, orders will only be so transmitted in cases of emergency. Emergencies to be defined as wrecks, washouts, snow blockades, accidents, or other such extraordinary conditions existing on the Sub-Division over which the train is being moved."

Moved by Bros. Campbell and Murdock, that the submission be approved and presented to Mr. McNicoll, requesting its adoption. Carried.

Moved by Bros. Cooke and Robertson, that, if possible, the Committee secure the reinstatement of Conductor Faught, without pay for time lost. Unanimously carried.

At this time Bro. Chester retired for the purpose of arranging a further conference with the Vice-President. Returning, he reported that arrangements had been made for a conference at 3 p.m.

Moved by Bros. Campbell and Kennedy, that the Committee adjourn to meet at the office of the General Superintendent of Transportation at 3 p.m., for conference with the Vice-President. Carried.

Adjourned at 12.25 p.m.

Committee again met at 4.25 p.m., on returning from the offices of the Company. Mr. McNicoll declined to accept the proposition submitted by the Committee regarding the use of telephones. He also declined to reinstate Conductor Faught, and advised the Committee that he would write to the General Superintendent of the Superior Division, leaving the matter in his hands.

Moved by Bros. Murdock and Berry, that meeting adjourn until 9.30 a.m. to-morrow. Carried.

Adjourned at 5.25 p.m.

MONTREAL, THURSDAY, NOVEMBER 23RD, 1911.

Meeting called to order at 9.30 a.m., all members present. Minutes of previous meetings were read and approved as read.

A very lengthy discussion took place on the several matters under consideration.

Moved by Bros. Wark and Campbell, that Mr. McNicoll be advised the Committee cannot see their way clear, at this time, to accept his proposition regarding the use of telephones, but inasmuch as he has requested six months' time in which to convince the men that, in the practical application of his proposed rule, he will arrange the matter to their satisfaction, the question will be held in abeyance, and that it is the sense of this Committee, conductors will not be required to take train orders direct from despatchers, except in case of such emergency as stated in our proposition to him. Carried.

Moved by Bros. Ball and Murdock, that meeting stand adjourned. Carried.

Adjourned at 12.15.

Committee again met at 2 p.m., all members present.

Moved by Bros. Murdock and Campbell, that we accept as a settlement of the questions involving the validity of contract or schedule agreements, the declaration of the President on that question, as contained in his letter of November 18th, and that the General Chairmen be instructed to present the President's declaration on that matter to the officials of Western Lines, with a view of securing back pay for Bro. J. Jackson, in addition to his reinstatement. Carried.

Moved by Bros. Murdock and Kennedy, that we file a respectful protest with Mr. McNicoll against the present methods of testing the efficiency of the men, and ask that the objectionable features in present methods be discontinued, and that the Faught case be handed back to the Trainmen's organization for further action and final disposition. Carried.

Moved by Bros. Campbell and Berry, that, in the event of the Chairmen securing an adjustment of the matters referred to them, that they compile a circular respectfully setting forth to the membership a concise statement of all matters dealt with by this Committee, and suggesting the co-operation of all members in furnishing details to their representatives of any occurrences coming under their notice which would furnish grounds for urging upon the management further considerations of the principles involved. Carried.

Moved by Bros. Murdock and Cobb, that the General Chairmen represented here promptly carry out the instructions of this Committee, and that the the Grand Lodge Officers hold themselves in readiness to respond, as promptly as possible, to a call from the General Chairmen. Carried.

Moved by Bros. Robertson and Cobb, that the Grand Lodge Officers compile necessary letters as by action of the Committee to-day, and submit for the consideration of the Committee. Carried.

Brother Campbell requested to be excused, and that Bro. Robertson represent him in the writing of letters referred to, and at other meetings. No objections were raised, and Bro. Campbell was excused by the Chairman.

Moved by Bros. Campbell and Kennedy, that reply be made to the President's letter of November 20th. Carried.

Moved by Bros. Kennedy and Murdock, that meeting adjourn until 11 a.m. to-morrow. Carried.

Adjourned at 5.20 p.m.

MONTREAL, FRIDAY, NOVEMBER 4TH, 1911.

Meeting called to order at 11 a.m., all members present, excepting Bro. D. Campbell. Minutes of previous meeting were read and approved as read.

A letter reading as under was submitted for the consideration of the Committee:

Montreal, November 23rd, 1911.

D. McNicoll, Esq.,
Vice-President, Canadian Pacific Railway,
Montreal, Que.

Dear Sir,—In further reference to our conferences, November 21st and 22nd,

The Committee have instructed us to advise you that they cannot see their way clear to accept your proposition relative to the use of telephones by trainmen, and to further state that, inasmuch as both yourself and Mr. Murphy have intimated that, under your proposed rule, the men would find no cause to complain, and that there would be no unreasonable exactions of the trainmen relative to the use of the

telephone, that they are willing to leave this question in abeyance for a time, with the hope that you can see your way clear to regulate this condition to such an extent that conductors will not be required to accept train orders direct from the despatchers, except in cases of such emergency as those stated in our proposition to the President under date of November 15th.

In reference to the question of conducting efficiency tests, we are instructed to advise you that this Committee, with Grand Lodge Officers representing the five organizations, respectfully protest against the system that has been inaugurated and made use of on your line, whereby certain employees represented by these organizations, are required to assist in securing a record against fellow-employees of a violation of the rules. Our contention is that the objectionable features in respect to conducting the efficiency test should be prohibited, and that the men represented by our organizations should be relieved from participating in such efficiency tests when their services are required for the purpose of involving some other employee in a violation of the rule.

Considering the stand taken by yourself and Mr. Murphy on this question, and considering that the same question has been left in abeyance for a time on Western Lines, to see if satisfactory modifications of the existing regulations in respect to conducting efficiency tests cannot be made, we are willing to leave the question in abeyance on Eastern Lines on the C. P. R., with the hope that the same effort will be made, and final desired results reached.

We remain,

Yours respectfully,

W. G. CHESTER,
General Chairman, Order Railway Conductors,
R. H. COBB,
General Chairman, Brotherhood of Locomotive Engineers,
GEO. K. WARK.
General Chairman, Brotherhood of Locomotive Firemen & Enginemen,
E. H. COOKE,
General Chairman, Board of Adjustment, Brotherhood of Railroad Trainmen,
G. D. ROBERTSON,
General Chairman, Order Railroad Telegraphers,

Moved by Bros. Berry and Wark, that the letter be approved as read and forwarded to the Vice-President; also that copy be sent to the President. Carried.

A letter reading as follows was also submitted for the consideration of the Committee:

Montreal, November 23rd, 1911.

Sir Thomas Shaughnessy,
President, Canadian Pacific Railway,
Montreal, Que.

Dear Sir,—We beg to acknowledge receipt of your favor of November 20th, which was in reply to our letter of same date.

We were sorry that you did not feel justified in acceding to the request we had made for an audience, as we believed there were a number of points raised in our previous communication upon which we could have further explained the desires of your employees represented by this Committee.

As a result of reading the suggestions contained in the last paragraph of your letter, we arranged for an interview with the Vice-President, and held two conferences with Messrs. McNicoll and Murphy. At each conference held, the questions relative to the telephone clause were fully discussed, but our Committee were unable to arrive at a satisfactory understanding with the Vice-President in relation to these matters.

We are temporarily leaving the question in connection with the telephone clause and efficiency test in abeyance, as per the enclosed letter to Mr. McNicoll, and we trust that the matter will be so arranged as to obviate the necessity of again taking the questions up.

We remain,

Yours respectfully,

W. G. CHESTER,
General Chairman, Order Railway Conductors,

R. H. COBB,
General Chairman, Brotherhood of Locomotive Engineers,

GEO. K. WARK,
General Chairman, Brotherhood of Locomotive Firemen & Enginemen,

E. H. COOKE,
General Chairman, Board of Adjustment, Brotherhood of Railroad Trainmen,

G. D. ROBERTSON,
General Chairman, Order Railroad Telegraphers,

Moved by Bros. Robertson and Berry, that the letter be approved as read and forwarded to the President. Carried.

Moved by Bros. Cooke and Cobb, that, after the work of this Committee has been completed, a sufficient number of copies of the minutes be printed under the supervision of the Secretary, to supply the requirements of the Lodges and Divisions represented; the cost to be borne pro rata by the Boards of Adjustment and Protective Boards represented. Carried.

Meeting adjourned at 12.15 p.m.

Committee again went into session at 3 p.m.

The following bill of expense in connection with the meeting was read:—

To Stationery	$ 3.20
Postage	.40
Typewriter rental	1.50
Typewriting	38.10
Total	$43.20

Moved by Bros. Cooke and Kennedy, that the expense bill be approved as read, and be paid equally by the five organizations on the C. P. R. here represented. Carried.

The minutes were then read and approved as read.

Moved by Bros. Cobb and Wark, that meeting adjourn, the General Chairmen to meet at Winnipeg on December 6th, 1911. Carried.

Adjourned at 3.45 p.m.

GEORGE K. WARK,

WINNIPEG, DECEMBER 6TH, 1911.

Meeting called to order at 15 o'clock. Present were: Bros. Cobb, Chester, Cooke, Robertson, and Wark.

The matter of the dismissal of Conductor Jackson, of Cranbrook, and the action previously taken on the question, was reviewed, and the further action to be taken was discussed at some length.

Moved by Bros. Cooke and Wark, that Bro. Chester arrange a conference with Mr. Grant Hall, Assistant General Manager, for the Committee. Carried.

Brother Chester retired, for the purpose of arranging a conference, as by the above action. Returning, he reported that Mr. Hall was out of the city and was expected to return at 11.35 to-morrow.

Moved by Bros. Robertson and Cobb, that meeting adjourn until 14 o'clock to-morrow. Carried.

Adjourned at 16.35.

WINNIPEG, THURSDAY, DECEMBER 7TH, 1911.

Meeting called to order at 14 o'clock, all members present.

Bro. Chester reported having arranged a meeting with Mr. Hall, Assistant General Manager, for the Committee at 15.30.

Committee adjourned to meet Mr. Hall, as arranged. After discussing the matter of the dismissal of Bro. Jackson with Mr. Hall, he stated that he would advise us of his decision in the morning.

Returning from the office, the Committee again went into session and discussed the matter of the arranging of circular letter, as by the action of the Committee before adjournment at Montreal.

Moved by Bros. Cobb and Cooke, that meeting stand adjourned until 9.30 to-morrow. Carried.

Adjourned at 17.40.

WINNIPEG, FRIDAY, DECEMBER 8TH, 1911.

Meeting called to order at 11.40, all members present, excepting Bro. Cobb, who was attending a conference with his men and the officers of the Company.

Minutes of previous meetings were read and approved as read.

Bros. Chester and Cooke reported that they had called at the office of Mr. Grant Hall, Assistant General Manager, and that a decision had been given by him in the case of Conductor Jackson, which decision was a request that the case be again taken up with Mr. Price, General Superintendent; that, in reply to a question asked Mr. Hall, he stated that he would give no assurance that Jackson would be reinstated, and that the decision of Mr. Price on the question would be final.

Moved by Bros. Wark and Robertson, that the decision given by Mr. Hall be rejected, and that telegrams be sent calling on the assistance of the Grand Lodge Officers. Carried unanimously.

Adjourned at 12.50, to meet at 14 o'clock.

AFTERNOON SESSION, THURSDAY, DECEMBER 8TH, 1911.

Meeting called to order at 14 o'clock, all members present.

Moved by Bros. Wark and Cooke, that Mr. Hall be advised that the Committee regret their inability to accept his decision, and that the assistance of the Grand Lodge Officers will be requested. Carried.

The following telegram was submitted:

Winnipeg, December 18th, 1911.

Officers of Company refuse to reinstate Jackson. Your assistance required. Advise by wire when you will arrive. Committee waiting.

Moved by Bros. Cooke and Wark, that the telegram be approved as read and forwarded to the Canadian Vice-Presidents by the several General Chairmen. Carried.

A letter was submitted, reading as under:

Empire Hotel, Winnipeg, Man., December 8th, 1911.

Grant Hall, Esq.,
Assistant General Manager, C. P. R.,
Winnipeg, Man.

Dear Sir,—Your verbal decision given to Messrs. Chester and Cooke in connection with the case of Conductor Jackson of Cranbrook was placed before the Committee representing the B. of L. E., B. of L. F. & E., O. R. C., B. of R. T., and O. R. T., for their consideration.

I am instructed by the Committee to advise you that it is the unanimous decision that your answer is entirely unsatisfactory and cannot be accepted as a disposition of the matter, and that the assistance of the Grand Lodge Officers has been requested.

Respectfully yours,

Signed on behalf of the Committee: GEO. K. WARK,
Secretary.

Moved by Bros. Cooke and Robertson, that the letter be approved as read and forwarded to the office of the Assistant General Manager. Carried.

Moved by Bros. Cobb and Wark, that meeting stand adjourned until 10 o'clock to-morrow. Carried.

Adjourned at 16.45.

WINNIPEG, SATURDAY, DECEMBER 9TH, 1911.

Meeting called to order at 10 k., all members present.

Minutes of previous day read and approved as read.

Telegrams reading as under were received:

Montreal, Dec. 8th, 1911.

E. H. Cooke,
Winnipeg, Man.

Will come as soon as other Officers. Berry arranging

JAS. MURDOCK.

Peoria, Ill., Dec. 8th, 1911.

Geo. K. Wark,
Winnipeg, Man.

Ball has taken up B. & O. matter with joint board at Baltimore. I will wire him to ascertain situation. Wire me if Officers of other organizations cannot represent our interests at Winnipeg.

W. S. CARTER.

Cleveland, Ohio, Dec. 9th, 1911.

R. H. Cobb,
Winnipeg, Man.

Kennedy is south; tied up in wage movement that section, and it is impossible to say when he can be in Winnipeg.

W. S. STONE.

Moved by Bros. Robertson and Cooke, that the telegrams read be received and embodied in the minutes. Carried.

Moved by Bros. Cooke and Cobb, that a concise statement of the Jackson case, showing the attitude of the Company and the present status regarding the matter, be prepared in form of a circular and sent to each Lodge and Division on the System, the expense to be borne pro rata by the organizations here represented. Carried.

Bros. Robertson and Wark were named as a Committee by the chair to draft a circular as by the above action.

Meeting adjourned at 10.45.

AFTERNOON SESSION, SATURDAY, DECEMBER 9TH, 1911.

Meeting called to order at 14k., all members present.

The following circular letter was submitted for the consideration of the Committee:

Winnipeg, Man., Dec. 9th, 1911.

To all Lodges and Divisions of the B. of L. E., B. of L. F. & E., O. R. C., B. of R. T., and O. R. T., on the Canadian Pacific Railway System.

Dear Sirs and Brothers:—

In order that you may be informed of the action taken by a Committee representing the Organizations above mentioned, it has been decided to make a statement setting forth existing conditions in connection with matters dealt with by this body. For some time past violation of schedule agreements by Officers of the Company have been quite frequent, it having been stated by some that any man failing to obey instructions given by a subordinate officer of the Company, whether in violation of agreement or otherwise, would be immediately dismissed.

This avowed policy was carried into execution when on March 3rd, 1911, Conductor Joseph Jackson, who arrived at Cranbrook on passenger train No. 314, with 7 cars. Before leaving there he received an order to lift another car at Crow's Nest, making eight in all. On receiving this order Jackson made request of the Train Dispatcher at Cranbrook that a second brakeman be provided at Crow's Nest, as by the provisions of Article 16 of Conductors and Trainmen's schedule. On arrival at

Crow's Nest four hours and thirty minutes later, Jackson promptly lifted the car, as by instructions received, and on making inquiry of the Agent regarding the second brakeman, was advised that none had been supplied and that he had received no instructions in regard to the matter, but handed Jackson a telegram from Trainmaster which stated that no man was available.

Jackson then made inquiry and found that there were nine crews at Crow's Nest, the majority of which were available for service, some of them having been there for 23 hours. He then asked the Trainmaster to either supply a man or authorize him to proceed without one, which would have relieved him of responsibility of violating schedule and of working a train insufficiently manned, but neither was done. On wiring the Superintendent he received word to set out a dead head car, which he did, and train proceeded after a delay of 55 minutes.

On March 17th Jackson was advised that he was dismissed for causing unnecessary delay to train No. 314 at Crow's Nest on March 3rd. The matter was dealt with according to requirements of the constitution of his Organization, and appealed from one officer of the Company to another until a decision was given by the Vice-President, each decision upholding the action of the General Superintendent in dismissing Jackson, the officers consulted claiming that Jackson was dismissed for insubordination.

When this stage in the proceedings had been reached the General Chairman of the Conductors and Trainmen decided that this was a question which indirectly affected the membership of all Organizations in engine, train and telegraph service.

Accordingly, a letter was written to the General Chairman representing the Organizations named, setting forth the facts and requesting their views as to the advisability of a joint meeting, at which this and other questions of mutual interest might be discussed. A meeting of the General Chairmen of the five Organizations was arranged for at Winnipeg on August 2nd, when the facts in the Jackson case were given due consideration. As a result, it was decided that joint action would be taken in the matter and a conference was arranged with the officers of the Company on Western Lines.

Satisfactory results not having been obtained, the assistance of the Grand Lodge officers was requested, and the question was, on October 30th, again taken up jointly by the Grand Lodge officers and the General Chairmen representing the five Organizations.

The result of this further conference was that the officers of the Company offered to reinstate Jackson without pay, which offer the Committee declined. Appeal was made to the President, Sir Thomas Shaughnessy, on the question of Jackson's dismissal and the principle involved in connection with the validity of, and the carrying out, of the intent of schedules in effect.

Under date of November 18th, a communication was received from the President, in reply to our appeal, in which he made a positive declaration that schedules were binding on both parties alike, and that any evasion or misrepresentation on the part of a subordinate officer of the Company would not be tolerated.

He, however, specified that in the event of a wreck or other catastrophe that it was expected that men would not stand on schedule rights when this condition existed which was agreed to by the Committee, but there was, of course, no such circumstance existing in the Jackson matter, therefore the declaration covered it completely and exonerated Conductor Jackson from all blame, and placed the responsibility for removing him from service wrongfully, entirely on the Company's officers.

Sir Thomas stated that the Vice-Presidents must be the final tribunal in all matters of discipline. After due consideration had been given to the contents of the letter received from the President, the Committee,

which consisted of the Grand Lodge officers and General Chairmen representing the five Organizations, instructed the General Chairmen to return to Winnipeg and lay the President's declaration before the officers of Western Lines, requesting that Jackson be reinstated and paid for time lost.

As by the instructions received, the General Chairmen again met at Winnipeg on December 6th, and an interview was arranged on the following day with the Assistant General Manager, when the matter was again placed before him. After some discussion the Assistant General Manager stated that if the reinstatement of Jackson carried with it any monetary consideration he would not entertain any such proposition, but intimated that if the question of pay did not enter into it that his original offer to the Committee was still good.

The Committee withdrew from the Assistant General Manager's presence, and, after fully considering the situation, decided that, in view of the fact that the President's declaration had fully established the principle of validity of agreements contended for, that in the interests of peace it probably would be best to accept Jackson's reinstatement without pay as a settlement of the matter.

On advising the Assistant General Manager of the conclusion reached, he reserved decision until the following day, which when given was a request that the matter be again taken up with Mr. Price, General Superintendent. He was asked the question, if he would give any assurance that Jackson would be reinstated providing his suggestion was carried out, to which he replied that he would give no such assurance, and further, that the decision of Mr. Price, whatever it might be, would be final.

The Committee felt they could not accept such a decision, and inasmuch as the Assistant General Manager had previously advised that he was authorized to represent the Vice-President in this matter, there was nothing left but to again call in Grand Officers, and telegrams have been sent calling on them for assistance.

We would urge on the members of the several Organizations represented to give careful consideration to the facts herein set forth, believing it to be quite possible that they may be called upon at an early date to say whether or not they will endorse the action already taken, as well as to say whether or not they will support the Joint Committee in any further action necessary to secure what we believe only justice to Conductor Jackson, and in support of our contention in your behalf, that schedules and agreements made should be respected by officers of the Company as well as by the employees. We would earnestly request of Recording Secretaries or other Local officers receiving this communication, to exercise every reasonable effort even to the extent of calling special joint meetings in order that every member of the Organizations represented may be familiar with the contents of this circular.

In regard to other matters dealt with by this Committee, we beg to advise you that at the close of the joint conferences it is the intention to have the completed minutes of the joint sessions issued in printed form to each Lodge and Division of the Organizations represented, so that you may be fully informed as to every action taken and the result of same.

We are, fraternally yours,
(Signed) R. H. COBB,
General Chairman Brotherhood of Locomotive Engineers,
GEO. K. WARK,
General Chairman, Brotherhood of Locomotive Firemen and Enginemen,
W. G. CHESTER,
General Chairman, Order Railroad Conductors,

E. H. COOKE,
Chairman, General Board of Adjustment, Brotherhood of Railroad Trainmen,

G. D. ROBERTSON,
General Chairman, Order of Railroad Telegraphers.

Moved by Bros. Cooke and Cobb, that the circular be approved as written; 500 copies secured and distributed among the Lodges and Divisions represented. Carried.

The following telegrams were read and ordered spread on the minutes:

Peoria, Ill., December 9th, 1911.

Geo. K. Wark,
Winnipeg, Man.

Ball has serious situation at Baltimore. Advise when officers of other organizations can take up your matters.

W. S. CARTER.

Toronto, December 9th, 1911.

W. G. Chester,
Winnipeg, Man.

Will go to Winnipeg as soon as other officers ready. Am arranging. If you have advice when they will be there, advise.

S. N. BERRY.

Meeting adjourned at 14.45 to see if any arrangement for printing or writing of circular could be made to-day, to re-convene at 17 o'clock.

Bros. Wark and Robertson reported that nothing could be done regarding writing of circular to-day, as stenographers and job printers were not working Saturday afternoon.

Bro. Wark requested to be excused from further meetings of the Committee until the arrival of the Grand Lodge Officers, having matters of importance to attend to concerning the members of his organization. The request was granted.

Moved by Bros. Cobb and Robertson, that meeting stand adjourned until 14.30 Monday. Carried.

WINNIPEG, MONDAY, DECEMBER 11TH, 1911.

Committee met 14.30, all members present, except Bro. Wark.

Minutes of Saturday read, corrected, and approved as corrected.

The following telegrams were read and ordered embodied in the minutes:

Toronto, December 10th, 1911.

G. D. Robertson,
Winnipeg, Man.

Telegram just received. Wire me sum and substance of Committee's proposition to management and their reply. Also give me Ball's and Kennedy's addresses.

D. CAMPBELL.

Winnipeg, Man., December 10th, 1911.

D. Campbell,
225 Sherbourne Street,, Toronto, Ont.

Your wire received on arrival to-night. Committee offered to accept reinstatement without pay as final proposition. General Manager declined, and referred the Committee to the General Superintendent, but would give no assurance that satisfactory consideration might be expected there. This decision unanimously refused, and we insist that necessary steps to secure reinstatement be taken. Kennedy is somewhere in Georgia; Ball in Baltimore.

G. D. ROBERTSON.

There being nothing further to be done until word received from Grand Officers, meeting adjourned, on motion of Bros. Cobb and Robertson, to meet at 17k. to-morrow, Bro. Robertson having given notice of a desire to be out of the city till 16k.

TUESDAY, DECEMBER 12TH, 1911.

Meeting called to order at 17k., all members present, except Bro. Wark.

Minutes of 11th read and approved as read.

Chairman read following telegrams.

Winnipeg, December 11th, 1911.

S. N. Berry,
Toronto, Ont.

Understand you are arranging date with other officers. Please settle date as quickly as possible and advise me of date set, so that I may release Committee. W. G. CHESTER.

Each Chairman reported having mailed out to all Local Lodges and Divisions copies of joint circular referred to in minutes of the 9th.

There being nothing further to be done pending word from Grand Officers, Committee adjourned till 16k. to-morrow.

WINNIPEG, WEDNESDAY, DECEMBER 13TH, 1911.

Committee called to order at 16k., all members present, except Bro. Wark.

Minutes of preceding day were read and approved as read.

Following telegram read and ordered spread upon the minutes:

Toronto, December 12th, 1911.

W. G. Chester,
Winnipeg, Man.

Am advised Kennedy tied up in Florida. Ball in Maryland. Campbell and I here. Hope have Murdock here to-day or to-morrow, when we three will confer and submit suggestion for approval others concerned. Acting promptly as possible. S. N. BERRY.

As nothing could be done until further word received from Grand Officers, Committee adjourned until 14k. to-morrow.

WINNIPEG, THURSDAY, DECEMBER 14TH, 1911.

Committee called to order 14k., all members present except Bro. Wark.

Minutes of preceding day read and approved as read:

Following telegram read and ordered recorded:

Toronto, December 13th, 1911.

W. G. Chester,
Winnipeg, Man.

Following sent to all Grand Officers. Will advise you results: "General Chairmen advise from Winnipeg, Company refuse to reinstate Jackson according to their agreement. Committee asking assistance of Grand Officers. It is suggested that as many Grand Officers as possible interview the President in Montreal, or go to Winnipeg to confer with the management there, with authority to represent those who can't attend. Wire which you think advisable. If unable to come at once, will you authorize others to represent you. Views of majority will be followed. This goes to all concerned."

BERRY and CAMPBELL.

Nothing further appearing to be done, pending definite word from Grand Officers, Committee adjourned at 15.30 to meet at 14k. to-morrow, and permit various members of Committee to attend to matters pertaining to their several organizations.

FRIDAY, DECEMBER 15TH, 1911.

Committee called to order 14k., all members present, except Bro. Wark.

Minutes of preceding day read and approved as read.

The following telegram was received and ordered recorded:

Toronto, December 14th, 1911.

W. G. Chester,
Winnipeg, Man.

Murdock and I arriving Winnipeg Sunday, seventeenth.

S. N. BERRY.

Bro. Cooke reported that Lake of the Woods Lodge, B.R.T., had reported receiving joint circular, and had had fully endorsed action of Committee, except that the action of the Committee in waiving claim for back pay for Conductor Jackson was severely criticized.

Chairman was requested to wire Bro. Wark to return to Winnipeg on Monday, the 18th.

There being nothing further to be done until arrival of Grand Officers, Committee adjourned, to meet at 9k., Monday, December 18th.

WINNIPEG, MONDAY, DECEMBER 18TH, 1911.

Meeting called to order at 9.45, all members present, except Bro. Wark, also Bros. Murdock and Berry, Grand Officers, Bro. C. J. Bourne of the B.R.T., and Bro. J. M. Mein of the O.R.T.

Minutes of previous meeting read and approved as read.

Following telegram read and ordered recorded:

Vancouver, B.C., December 15th, 1911.

W. G. Chester,
Winnipeg, Man.

Telegram received too late. Will arrive Tuesday, on No. 2. Robertson, please represent me until I arrive. GEO. K. WARK.

Bro. Berry, Vice-President O.R.C., reported to the meeting that on account of the B. of L. E., B. of L. F. & E., and O.R.T. Grand Officers not being able to be present at this time, each of the organizations mentioned had authorized he and Bro. Murdock to represent them on this case, and authority read.

On motion of Bros. Cobb and Robertson, Committee adjourned at 12.15 to meet at 14.30.

AFTERNOON SESSION, DECEMBER 18TH, 1911.

Meeting called to order, all present, as shown in morning minutes.

By unanimous consent it was agreed that Chairman and Secretary make the necessary arrangements for an interview with the management for the Committee and Grand Officers, for the purpose of further discussing the Jackson case.

By order of the Chair, the meeting was adjourned at 15k., to meet at 9.30 to-morrow.

TUESDAY, DECEMBER 19TH, 1911.

Meeting called to order at 9.30. Present were: Bros. Berry, Murdock, Cobb, Chester, Cooke, Robertson, Bourne, and Wark.

Minutes of previous meetings were read and approved as read.

The Chairman reported that he had called at the office of Mr. Hall, and that arrangements had been made for a conference at 14.30 to-day, as by instructions of the Committee.

Shortly after this, Bro. Robertson was called to the telephone and advised that Mr. Hall was detained out on the line, and that the meeting would be held at 15.30 instead of 14.30.

Discussion on matters of mutual interest to the members of the five organizations represented was indulged in until adjournment.

Moved by Bros. Wark and Cobb, that meeting adjourn, Committee to meet at C.P.R. depot at 15.25. Carried.

Adjourned at 11.45.

WINNIPEG, WEDNESDAY, DECEMBER 20TH, 1911.

Meeting called to order at 10k., all members present.

Minutes of previous meeting read and approved as read.

Committee met Mr. Hall yesterday at the time appointed, and again discussed with him the matter of the dismissal of Conductor Jackson. Mr. Hall repeated the request he made of the General Chairmen, namely, that the O.R.C. Committee go back and interview Mr. Price, General Superintendent, on the subject. This the Grand Lodge Officers refused to do. Mr. Hall then advised that he would give his decision at 11 o'clock to-morrow.

Committee adjourned at 10.45, to meet Mr. Hall at 11k., to receive the decision promised yesterday.

A conference was had with Mr. Bury, Vice-President, and Mr. Hall, Assistant General Manager, when an offer was made by them to reinstate Bro. Jackson without pay for time lost, the matter to be a closed incident and no mention made of it in the educational bulletins, which was accepted by the Committee, it being considered advisable to accept the offer rather than to press the matter to an issue, with all its attendant delay and uncertainty.

AFTERNOON SESSION, DECEMBER 20TH, 1911.

Meeting called to order at 15.30, all members present.

The following circular was submitted for the consideration of the Committee:

Winnipeg, Man., December 20th, 1911.

To all Members of the B. of L. E., B. of L. F. & E., O. R. C., B. of R. T., and O. R. T., on the Canadian Pacific Railway System.

Sirs and Brothers,—

In consequence of practices followed in the operation of trains, and in the application of schedule agreements, on the Canadian Pacific Railway System, which were objectionable to, and complained of, by employees, members of the organizations mentioned, your General Chairmen decided to co-operate in an endeavor to reach a uniform understanding with the railway management with a view of overcoming the difficulties complained of, which would be of mutual advantage to all concerned.

It was unanimously agreed that there were at least three matters which merited immediate attention, and it was decided to take up with officers of the Company the following questions:

First:—

The question of men being requested to perform work in violation of signed agreements, and when declining to do so, being subjected to discipline.

Second:—

The question of employees whom we represent being requested to participate in efficiency tests on fellow-employees, and when declining to do so, being subjected to dismissal or other discipline.

Third:—

The question of train orders being transmitted direct to train crews by telephone, in violation of rules in effect.

In connection with the first question, it was asked that schedule agreements be respected as binding upon both parties concerned, and it was contended that employees should not be subjected to discipline if they declined to be a party to a violation of a positive rule in their agreement.

This particular question was rendered acute in consequence of the dismissal of a conductor who was required by a subordinate officer of the Company to violate a positive Article of the conductors' schedule when it was easily in the power of that officer to comply with the requirements of the rule. The conductor signified his willingness to comply with instructions if given a message as authority to relieve him of responsibility for violating the rule. This was refused him. Upon his insisting that the agreement be observed, or proper authority given to relieve him of the responsibility of a violation of agreement, he was dismissed for insubordination.

The Western Lines management conceded that schedule agreements were positively binding; that they would be respected by the Company, and that the attitude taken by the officer in question was wrong, but declined to restore the conductor to service. An appeal from this decision was taken; the Grand Lodge Officers of the several

organizations represented were called in, and with their assistance negotiations were continued, resulting favorably to the conductor.

The question of the validity of schedule agreements was appealed to the President, Sir Thomas Shaughnessy, and a declaration was received from him to the effect, that schedules or agreements between the Company and the employees must be observed by both parties, and that any attempt on the part of an officer to evade or misinterpret any clause of the schedule or agreement would not be tolerated. Sir Thomas further stated that when an emergency, such as a wreck or other catastrophe, arises, it is necessary that every technical consideration be put aside.

We believe this to be absolutely essential to the best interests of the Company and the employees, and is concurred in by this Committee. For example: A wreck occurs and only one crew is available to run a relief train, and that crew has booked rest. It is not intended that under such circumstances the schedule agreement would protest or justify men in refusing duty. Under such circumstances the President rules that an employee declining to obey instructions, even though in violation of agreement, and assume a defiant attitude, would be insubordinate and subject to discipline.

In connection with the second matter: It was asked that employees represented by these organizations be not asked, nor required, to participate in efficiency tests on fellow-employees.

During the conferences with the Western Lines management on this question, a letter was received containing their decision, which reads as follows:

> It is not the intention that any tests shall be made which involve violations of the rules; it is not proposed to make any which in the remotest degree involves danger to the employee; it is not our wish to invite the men to assist in the testing where it can be done without that; but I am so thoroughly convinced of the value of these tests that I could not consider any proposal to discontinue them, or to so hedge them about with restrictions that they would be useless.''

This decision, being acceptable only in part, was also referred to the Grand Lodge Officers, and after further negotiations with their assistance, it was agreed with the management, at the request of the management, that a few months' time be given them to demonstrate their ability to meet our views, and if it was found that objectionable practices were still being indulged in, the matter might be reopened by the Committee for further adjustment.

After considerable discussion of this same question with the management for Eastern Lines, the Joint Committee of Grand Lodge Officers and General Chairmen advised the officers of the Company that the matter would also be left in abeyance for a time on Eastern Lines, and if complaints continued to come from the men the question would be reopened.

Concerning the third question, the Committee asked that:

> '' Conductors will not be required to take train orders over the telephone except in cases of injury to persons on or by their trains, and in case of wrecks, washouts, or snow blockades on the sub-division over which the train requiring the orders is being moved.''

This matter was satisfactorily disposed of on Western Lines, the request of the Committee being granted. On Eastern Lines it was the subject of considerable discussion, it being shown that conductors had in some cases been required to take orders by telephone apparently in order to evade paying an operator. It was agreed that this would be discontinued, and when orders were required and an operator available, whether on duty or not, he would be called and orders transmitted as by rules, and that operators would be maintained at ballast

pits. It was further agreed by the management that conductors would only be required to take orders direct from despatchers in cases of emergency or where trains were being unduly delayed at points where no operators were available. The latter portion was not considered to be sufficiently definite, but the Vice-President assured the Committee that the term "emergency" would not be abused, and invited the Committee to reopen the question should we find further cause for complaint, which was finally consented to.

Your Committee believe that the declaration of the President, concerning the validity of schedule agreements, fully establishes the principle contended for, and that there should be no further difficulty in this connection.

The Company's concessions and assurances respecting efficiency tests and the handling of train orders by telephone will, we anticipate, be faithfully carried out, and should they not be observed by those charged with the operation of the various portions of the System, we are invited to so report to the management and to seek further redress. You will appreciate that it is impossible for the management of this System to at all times keep in touch with the details of operation, and to enable your Committee to intelligently represent you in these matters, we desire that each individual member advise his Local Chairman, giving particulars of any violation of the agreement or assurances outlined above, so that in the event of it being necessary to reopen any of these questions we may be in a position to fully establish our statements by evidence.

We earnestly urge all concerned to carefully guard against declining to carry out instructions given by an authorized officer of the Company, unless the provisions of agreement bearing on that particular question is so positive as to be beyond the possibility of doubt as to its meaning.

If all the rules and special instructions were strictly observed by the employees, the necessity for efficiency testing would be completely eliminated, and we would respectfuly advise that this course be followed, and that each employee not only exert his best efforts to observe and comply with the rules himself, but that he also call to the attention of his fellow-employees any failure on their part which he may observe, to the end that all may join in an attempt to so fulfil their respective duties that there will be no necessity for efficiency testing on the part of the Company. This policy, if adopted and carried out, would establish confidence on the part of officers of the Company in the employees under them, and would also result in the cultivation of a harmonious relationship among the employees themselves.

For detailed information in regard to action taken on the several matters above mentioned, see minutes of meetings of Joint Committee, a copy of which is furnished each Lodge and Division concerned.

With best wishes, we are,

Fraternaly yours,

R. H. COBB,
General Chairman, Brotherhood of Locomotive Engineers,

GEO. K. WARK,
General Chairman, Brotherhood of Locomotive Firemen and Enginemen,

W. G. CHESTER,
General Chairman, Order of Railway Conductors,

E. H. COOKE,
General Chairman, Board of Adjustment, Brotherhood of Railroad Trainmen,

G. D. ROBERTSON,
General Chairman, Order of Railroad Telegraphers.

Moved by Bros. Robertson and Cobb, that the circular be approved as read and the Secretary requested to have ten thousand copies printed and distributed to the several General Chairmen, according to requirements. Carried.

Bills to the extent of $9.90, on account of printing and stationery, were presented.

Moved by Bros. Robertson and Cobb, that bills as presented be received and paid proportionately by each organization. Carried.

The minutes were read for correction and adoption.

Moved by Bros. Cooke and Robertson, that the minutes be approved as read. Carried.

Moved by Bros. Wark and Robertson: The work of the Committee being completed, that final adjournment be made. Carried.

Adjourned at 17 o'clock.

GEO. K. WARK,
Secretary, Joint Committee.